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ABSTRACT

In July 1984, Tri-Cities State Technical Institute began a comprehensive study of service and manufacturing industries within a five-county planning area. The study was conducted to obtain information regarding employment and training needs and to increase awareness and utilization of the On-the-Job Training and Targeted Job Tax Credit programs available through the Job Training Partnership Act (JTPA). The study included 104 on-site interviews and surveys mailed to 1,005 employers representing both service and manufacturing sectors. Study findings, based on 290 survey responses, included the following: (1) respondents had hired a total of 9,596 new employees in the last 24 months; (2) 188 of the firms hired part-time employees; (3) 70 had youth employment programs; (4) 193 hired non-high school graduates; (5) 44 had formalized apprenticeship programs, 239 provided entry-level and/or on-the-job training, and 42 were presently participating in JTPA programs; (6) 262 firms indicated that they hired individuals over 54 years of age, 263 firms hired individuals with physical handicaps, and 164 hired ex-offenders; (7) 89 firms had layoffs in the past 12 months; (8) the most difficult positions to fill were sales personnel, mechanical technicians, secretaries with shorthand/word processing skills, and machine operators; and (9) 49 businesses were planning expansion within the foreseeable future. The study report includes a breakdown of survey responses for the following occupational categories: finance/insurance/legal/real estate/professional services; health care and allied fields; industry (crafts and trades); government service; and retail/marketing/distribution services. The survey instruments are included, as is also a master list of companies indicating surveys obtained or site visits made. (LAL)

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**SURVEY REPORT
OF
OCCUPATIONAL AND TRAINING NEEDS
WITHIN
SERVICE DELIVERY AREA - 1**

**prepared for
FIRST TENNESSEE DEVELOPMENT DISTRICT
Johnson City, Tennessee**

**prepared by
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November 1984

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TABLE OF CONTENTS

	<u>PAGE</u>
NARRATIVE	
Introduction	1
Brief History	3
Executive Summary	4
SDA-1 Survey Objectives	5
Survey Components and Implementation	
A. Components	6
B. Implementation	7
SURVEY FINDINGS	
Part 1 - Data Tables	13
Summaries by County	23
Part 2 - Training Needs	52
On-Site Interviews	69
Data Analysis	74
SUMMARY	
Primary Survey Objectives	88
Conclusions	92
Recommendations	95
Exhibits	97
Exhibit 1 - Announcement Letter	
Exhibit 2 - Postpaid Reply Card	
Exhibit 3 - Cover Letter with Survey	
Exhibit 4 - On-site Interview Form	
Exhibit 5 - Survey Form	

INTRODUCTION

Beginning in July 1984, Tri-Cities State Technical Institute began a comprehensive survey of service and manufacturing industries within the five (5) county planning area consisting of Carter, Johnson, Sullivan, Unicoi, and Washington counties. This five (5) county area represents what is commonly known as Service Delivery Area - 1 for the Job Training Partnership Act (JTPA) administered by the First Tennessee Development District, Johnson City, Tennessee.

This survey was conducted to obtain information regarding employment and training needs within this region plus increasing the awareness and potential utilization of the OJT (On-the Job Training) and TJTC (Targeted Job Tax Credit) programs available through the Job Training Partnership Act.

This survey included a combination of on-site interviews and a series of mailed questionnaires. The selection of those employers interviewed was determined through a stratified random sampling to insure that sufficient information was obtained from both service and manufacturing sectors, and further, that this information was representative throughout the five (5) county planning area.

The need for a survey of service and manufacturing industries grew out of a desire to provide information to the First Tennessee Development District and the local Private Industry Council in regard to meeting existing employment needs. Related to this is the desire to effectively anticipate occupational needs over the next five to ten years.

The information from this survey is also provided to benefit the region's Industrial Commissions and Chambers of Commerce by compiling up-to-date information regarding recruitment, expansion, and availability of trained labor in the labor force. Additionally, this will benefit educational institutions within the five (5) counties by enabling them to project training

program needs, target new short-term programs to employment needs, update current programs, and aid in more effective recruitment and placement activities for JTPA participants.

In summary, the use of this occupational and employment data in planning training programs is provided to benefit employers, workers, and training institutions. When planning and training organizations are cognizant of employers' needs and attitudes regarding the work force, their ability to better meet the needs of business and industry should be greatly enhanced. Clearly, when local training programs are responsive to occupational demands, employers are more likely to find the skilled workers which the jobs in their firms require. Individuals trained in the skills needed by employers are more likely to be available for jobs both in existing and emerging occupations.

This is, of course, a relatively straight-forward concept; however, in actual practice it is a very difficult supply and demand problem to resolve. It is the sincere hope of those who have assisted in conducting the survey and in preparing this report that the information contained will prove useful to meet this significant challenge.

Brief History

The Job Training Partnership Act of 1982 (JTPA) was signed into law by President Reagan in October of that same year. JTPA now replaces the Comprehensive Employment and Training Act (CETA) Program.

Following the passage of this legislation, the First Tennessee Development District (FTDD) was selected by the Governor to be the grant recipient, administrator and planner for JTPA funds in SDA-1. One of the many major responsibilities associated with the administration of this program has been the assistance the Development District has provided local elected officials in their mandate to appoint a Private Industry Council (PIC) to work in conjunction with them in JTPA programs.

Basically, JTPA places emphasis on basic training and the permanent placement of individuals in private sector occupations. The overall goal of the Act is to provide direct placement and programs for economically disadvantaged persons to make them more employable.

Under the concept of JTPA, an economically disadvantaged person is identified as one who has an income below poverty guidelines or is receiving assistance other than temporary unemployment benefits. Additionally, Title II-A of the Act identifies certain economically disadvantaged sub-populations who require specific attention and assistance. These groups, sometimes referred to as "targeted populations", include youths, handicapped persons, older aged, ex-offenders, veterans and displaced homemakers.

Although numerous data and information gathering agencies/organizations routinely publish timely reports regarding various aspects of occupational trends and levels, specific information tailored just to JTPA objectives has not been available. This report has been prepared to address these specific employment needs in SDA-1.

SDA-1 Survey Objectives

The purpose of this survey was to:

- Survey both service oriented and manufacturing employers.
- Identify a minimum of fifteen (15) entry-level occupations which employers have had the most difficulty filling.
- Identify twenty (20) occupational areas in most demand which JTPA training would fulfill
 - a. Ten (10) occupations requiring no more than twelve (12) months training
 - b. Ten (10) occupations requiring no more than twenty-four (24) months training.
- Obtaining five (5) and ten (10) year employment projections including new service and/or manufacturing industries, and the expansion or diversification of existing service and/or manufacturing industries.
- Identify current and potential employment opportunities for the economically disadvantaged, handicapped, older aged, ex-offender, welfare recipient and youths.
- Identify potential businesses and industries to be contacted regarding participation in the OJT and TJTC programs offered through JTPA.

EXECUTIVE SUMMARY

<i>Surveys mailed</i>	<u>1005</u>
<i>Surveys returned</i>	<u>290</u>
<i>On-site interviews</i>	<u>104</u>
<i>Total number of responses (Including non-duplicated on-site interviews and telephone responses)</i>	<u>327*</u>
<i>Response rate</i>	<u>32.5%</u>
<i>Total jobs in SDA-1 (August 1984)**</i>	<u>137,790</u>
<i>Total number of jobs represented by employers surveyed</i>	<u>58,569</u>
<i>Percent of total jobs surveyed</i>	<u>42.5%</u>
<i>Number of business locations represented by survey</i>	<u>441</u>

**Some employers contacted (surveyed) were unable to submit a survey form. However, on-site interviews provided pertinent data.*

***Source: Tennessee Department of Employment Security*

Survey Components and Implementation

1. Components

- | | |
|---------------------------|---|
| A. Mailing List | Totalled 1005 business and industry employers |
| B. Announcement Letter | Stated purpose of survey and requested preference of person to be contacted - dated 8/22/84
(See Exhibit #1) |
| C. Postpaid Reply Cards | Included with Announcement letter, requested complete address, number of employees and person to be contacted
(See Exhibit #2) |
| D. Explanation Letter | Enclosed with each survey, stated objectives and provided contact information for questions - dated 9/21/84 |
| E. Survey Forms | Designed for five (5) occupational categories: Finance, Health Care, Industry, Government, and Service/Retail organizations; Specific Survey form sent was determined by information provided from Reply Cards
(See Exhibit #3 through #7) |
| F. On-site Interview Form | Included starting wage or salary rates, usual hiring practices, and specific interest in JTPA programs
(See Exhibit #8) |

- G. Computer Reporting Utilized software program -
 Statistical Package for the Social
 Studies (Edition 10)
- H. Miscellaneous Consisted of courtesy response letter
 following on-site visits and "Thank
 you" response postcards for Survey
 replies

2. Implementation

A. Several concurrent activities were undertaken at the beginning of this project. These activities included the development of the survey instruments, and an up-to-date, accurate mailing list to meet the primary objectives of the survey within SDA-1. The primary objectives in the development of the master list were:

1. To insure that all major employers in SDA-1 were surveyed.
2. To insure that the major occupational areas were surveyed in a comprehensive manner.
3. To insure that companies of less than 100 employees were statistically represented by occupational areas and distributed proportionately by county.

Five (5) categories, based on the total number of employees, were established for analysis purposes. These categories were:

1. 500 or more employees
2. 350 to 499 employees
3. 200 to 349 employees
4. 100 to 199 employees
5. 99 employees or less

Five (5) occupational categories were also established for analysis purposes. These categories were:

1. Form A - Finance/ Insurance/ Legal/ Real Estate/
Professional Services
2. Form B - Health Care and Allied Fields
3. Form C - Industry (Crafts and Trades)
4. Form D - Government Service
5. Form E - Retail/Marketing/Distribution Service

The mail listing of SDA-1 employers included (1) organization name, (2) address, and (3) the name of a contact person. The listing was compiled from several sources including current mail lists of businesses and industries in the five (5) county area provided by local Chambers of Commerce. Additional names were obtained from The Tennessee Industrial Guide and a listing of the organizations represented by Private Industry Council (PIC) members. This list was supplemented with information concerning local employers obtained from the Tennessee Department of Employment Security (TDES) and local telephone directories. Copies were then distributed to JTPA staff members in the five (5) counties for final revisions and additions.

- B. In July 1984, all SDA-1 employers on the master mailing list received an informative personalized announcement letter which included a pre-paid reply postcard. The purpose of this letter was to stimulate the awareness and availability of JTPA programs among these employers. The letter specified the mutual benefits to be derived by a timely and complete response to the forthcoming survey. Employers were encouraged to identify the appropriate contact person in their organization and to confirm their master mailing list address. Two-hundred-seventy-three (273) cards were returned and appropriate revisions were then included on the master mail list.

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- C. On September 21, 1984, an Explanation (cover) Letter and the appropriate Survey Form were mailed to 1005 employers in SDA-1. The cover letter again explained the purpose and objectives of the survey and requested employer cooperation with a timely response. Selection of the Survey Form was based upon the specific type of business or industry in which the organization was primarily involved. A postpaid return envelope was also enclosed with each Survey mailed.
- D. The five (5) Survey Forms were designed to meet two (2) major objectives. The First Tennessee Development District had requested that an attempt be made to identify certain specific categories of "targeted population" employees (i.e. handicapped, over age 55, ex-offenders, youths, etc.). Secondly, the forms were designed to meet contract provisions as shown in the section titled, SDA-1 Survey Objectives including occupations most difficult to fill, the amount of training required and other related activities.

It is to be noted that page 1. and page 2. of all Survey Forms were identical. Page 3. and page 4. supplied employers in the five (5) major occupational categories with detailed listings of hourly and typical entry-level positions unique to those occupational categories compiled from the Standard Listing of Occupational Titles supplied by the U.S. Department of Labor. This format provided specific and concise listings of occupational titles which were more appropriate for the individual business or industry than a very lengthy comprehensive listing.

- E. After the Surveys were mailed, each firm on the master list was sequentially numbered and 300 numbers were selected from a random numbers table. The 300 random numbers were then matched with the sequential numbering on the master list and those businesses selected were cross-referenced on a chart according to the five (5) employer size categories described in Part A. This then required that these specified companies be contacted in order to obtain a high level of reliability when making projections about the entire population. In addition to the 300 businesses selected at random, 23 more companies

were identified from a listing of major SDA-1 employers obtained from the Tennessee Department of Employment Security-Research and Statistics Section and placed on the chart. This was done to insure that all companies of 500 or more employees were contacted.

This chart served as the basis for selecting companies to be contacted through on-site interviews. The randomized selection of on-site visits was done to insure that 1) the five (5) general categories by total number of employees, 2) all five (5) counties, and 3) all occupational categories, had an equal chance of representation in the survey process. Stratification by county was done to insure that a minimum number of businesses would be contacted in all counties, regardless of the number of businesses in the particular county. This survey procedure was utilized to avoid the possibility of the on-site interviews being skewed toward a certain size of business, type of business, and/or occupational category with the exception that all firms with 500 employees were contacted personally.

One-hundred-four (104) on-site visits were conducted including personal contact with all businesses in SDA-1 employing more than 500 people.

- F. The on-site interview forms were designed to elicit more detailed information about the organizations being interviewed than that given in the Survey Forms. Information identifying the organization and person contacted was listed on the on-site form, as well as a double check as whether or not the respective Survey Form had been received, completed and returned. Questions concerning starting level wages, entry-level positions, on-the-job training, preferences in potential employee's occupational and educational status, the usual company hiring practices, present business status of the company and influential qualities looked for during a job interview, were included in the on-site form. The interviewee was also asked if he/she was familiar with JTPA programs and if so, how he/she became knowledgeable

about the program. Finally, the interviewer asked those who were not familiar with JTPA if they would be receptive to a follow-up contact by the JTPA staff.

- G. By November 23, 1984, two-hundred-ninety (290) Survey Forms had been completed and returned. Each Survey Form was coded for 37 items of information on a standard seventy-five (75) column data entry format and processed at East Tennessee State University-Computer Services Department. Processing was accomplished on an IBM 4341 Model II hardware system and analyzed with the Statistical Package for the Social Studies (Edition 10) software program.
- H. As of October 1, 1984, (10 days after the initial Survey mailing) seventy-three (73) Survey Forms had been returned. This represented what was later determined to be only 22.3% of the total responses. At that time, a working list was developed of those businesses having ten (10) employees or more that had not responded to the Survey. This list served as the record of businesses to be contacted a second time. A follow-up contact program was then initiated by telephone. During these calls, the organization's contact person was reminded of the purpose of the Survey, its importance to the JTPA effort, and a personal request was made to have the Survey completed and returned.

Between October 1 - 25, 1984, a total of 350 follow-up phone calls were logged. As a result of this activity, approximately 200 additional Survey packets were mailed to respondents who, in most cases, acknowledged receipt of the previous mailings but confessed to either misplacing or discarding the earlier Survey Form.

Almost without exception, the telephone call was well received and combined with the second mailing, helped to generate the achieved Survey response of 290 Survey Forms actually completed and an overall total of 327 responses.

- I. As a matter of courtesy "Thank you" letters and/or postcards were mailed to all persons participating in the Survey process. Individualized letters signed by the on-site interviewer were mailed to each person who was contacted during the on-site interviews. Postcards expressing appreciation for participation in the survey were sent to all organizations that returned Survey Forms.
- J. Throughout the execution of this survey, three (3) objectives were targeted. First, to provide sufficient, accurate survey data to draw inferences regarding the perception of JTPA, general business practices and employment opportunities available within SDA-1. Secondly, the primary intent in using the initial letter of announcement, postpaid response cards, postpaid reply envelopes, cover letters, and "Thank you" follow-up correspondence was to take advantage of this opportunity to maximize local awareness of JTPA. Finally, every reasonable effort was made to directly involve a significant number of local employers in this survey.

SURVEY FINDINGS

DATA TABLES

The Survey Forms (mailed questionnaires) provided valuable and detailed information. Many questions can be viewed as independent of the responses to other questions. However, one objective in the design of the Survey was to obtain meaningful crosstabulated information. An example is the identification of organizations receptive to hiring qualified handicapped individuals that are also in a hiring mode. To meet this objective, individual responses, composite summaries, and crosstabulations are presented for a number of related JTPA questions.

Over 20,000 single responses (items of information) were collected by this survey. Computer assistance proved to be invaluable in tabulating and statistically analyzing the data. Computer printouts are incorporated in this report where applicable.

Legend

The following legend will prove helpful for data interpretation:

OCCUPATIONAL CATEGORIES

- 1 = Form A - Finance/Industry/Legal/Real Estate/
Professional Services
- 2 = Form B - Health Care and Allied Fields
- 3 = Form C - Industry (Crafts and Trades)
- 4 = Form D - Government Service
- 5 = Form E - Retail/Marketing/Distribution Services

COUNTIES SURVEYED

- 1 = Carter County
- 2 = Johnson County
- 3 = Sullivan County
- 4 = Unicoi County
- 5 = Washington County

-A small number of reporting organizations are located immediately adjacent to Sullivan County with locations in both Sullivan/Hawkins or Bristol TN/VA. This data is reported in Sullivan County.

-In some organizations having multi-county locations, particularly retail/distribution businesses, composite data was received through a centralized or corporate office. This data is reported in the respective county of the centralized office.

-Employees identified as being paid on a piecework basis are included in hourly paid calculations.

-Employees identified as being paid on a straight commission are included in salary paid calculations.

DATA TABLES
SDA-1

Part I of Questionnaire

Question 1.

Total business locations represented by survey in SDA-1 441

Question 2.

Total employment in all SDA-1 locations surveyed
(including partial/temporary layoff) 58,569

Mailed questionnaires (total)	53,720
Exempt (salaried)	8,562
Non-Exempt (bi-weekly)	9,780
Hourly	35,378

Non-duplicated on-site interviews (20) 4,849

All following responses from mailed questionnaires (290):

Question 3.

Total New Employees Hired in last twenty-four (24) months 9,596

Exempt	480
Non-Exempt	1,041
Hourly	8,075
No Response	(5)

Question 4.

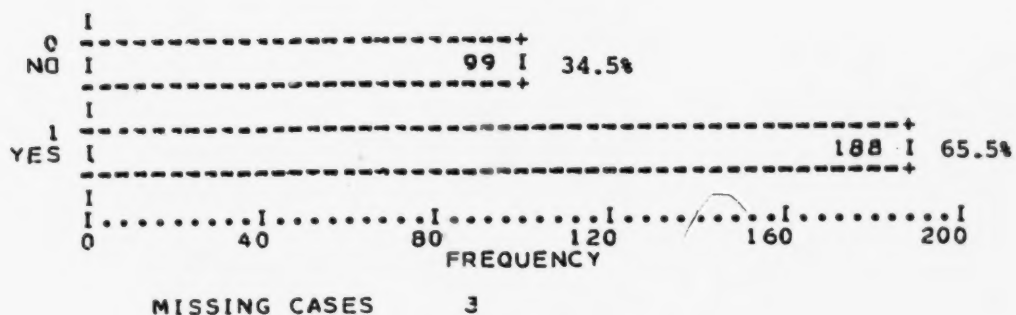
Total entry-level positions (identified from Question 3) 6,553

Exempt	227
Non-Exempt	270
Hourly	6,056
No Response	(5)

Question 5.

Total organizations that will/do hire part-time employees 188

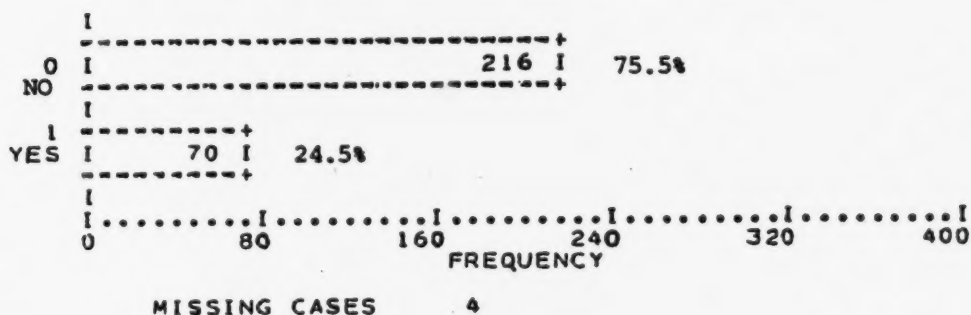
Do not hire part-time employees	99
No Response	3



Question 6.

Total organizations having a youth employment program 70

Do not have youth employment 216
 No Response 4

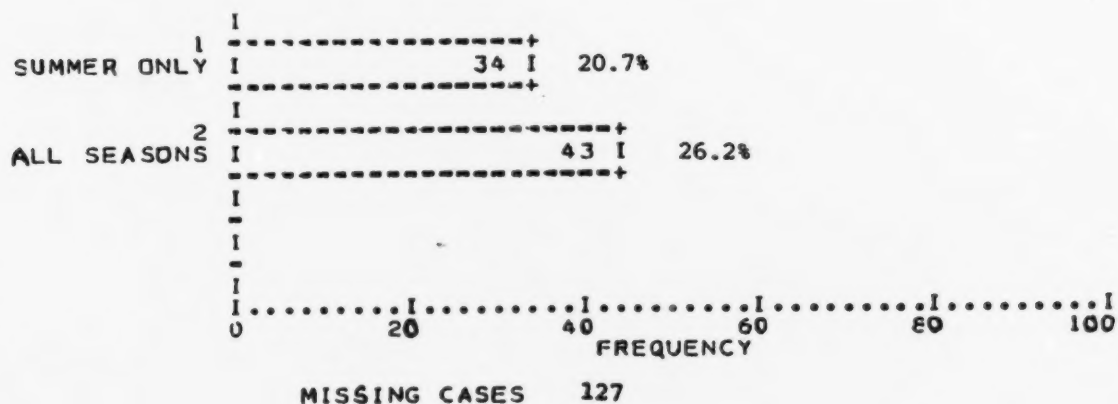


Total youths hired in 1984 1,334

No Response 5

<u>Minimum Age</u>	<u>Number of Organizations</u>
15	1
16	31
17	7
18	27
19	<u>1</u>
Total	67

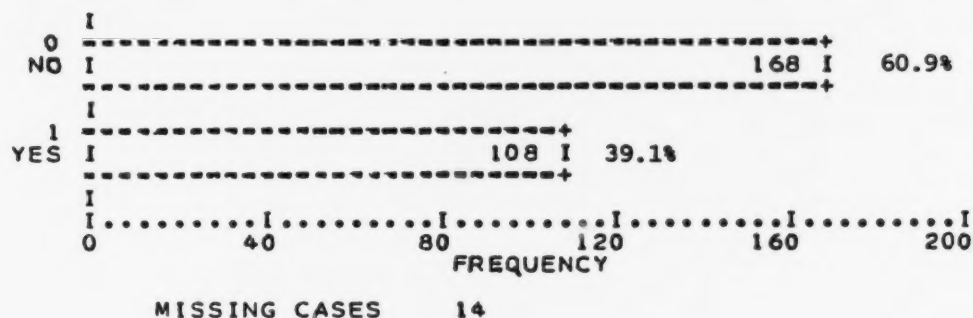
Hire youth summer only	34
Hire youth all seasons	43
No Response	127



Question 7.

Total organizations (responding NO to Question 6.) indicating possible interest in a youth program 108

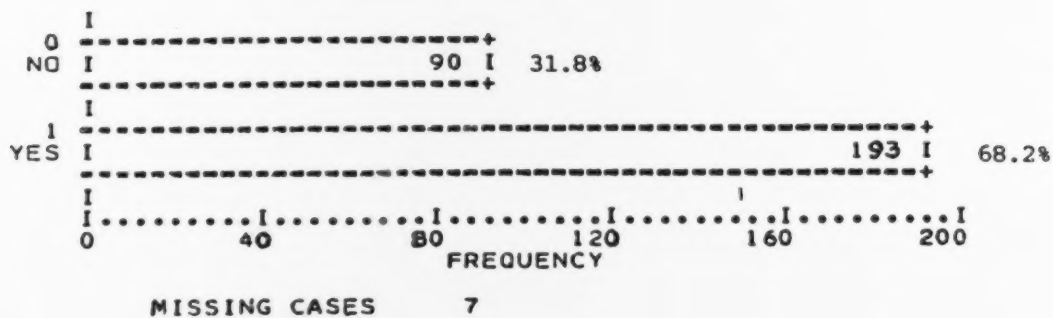
Not interested in Youth Program	168
No Response	14



Question 8.

Total organizations that will/do hire non-high school graduates . . . 193

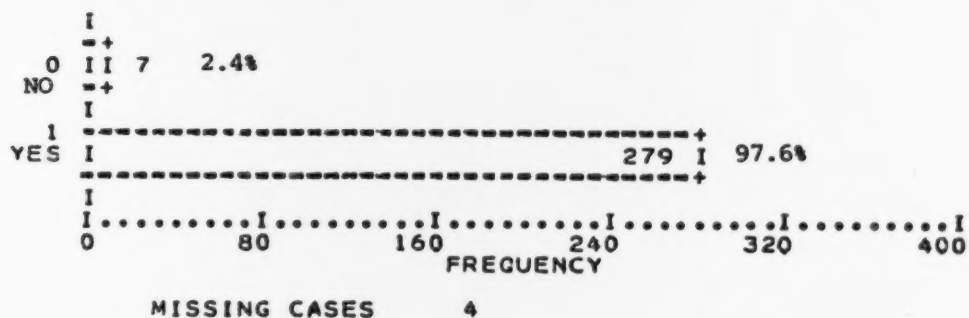
Do not hire non-high school graduates	90
No Response	7



Non-high school graduates hired in 1984	984
With experience	536
Without experience	366
No Response	(8)

Question 9.

Total organizations that will/do hire high school graduates	279
Do not hire high school graduates	7
No Response	4



High school graduates hired in 1984	3,543
With experience	2,949
Without experience	1,114
No Response	(15)

Question 10.

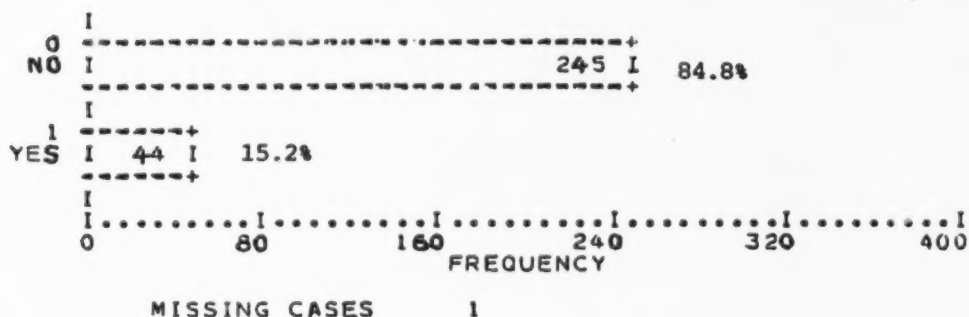
Total organizations having a formalized apprenticeship training program	44*
---	-----

Do not have a formal apprenticeship program 245
 No Response 1

Number of employees presently enrolled in formal
 apprenticeship training programs 697**

Note: *Sixteen (16) companies indicated they do not have any employees
 currently enrolled in their formal apprenticeship program.

**Two companies have a combined total of five hundred (500)
 employees or 72% of the total in apprenticeship programs.



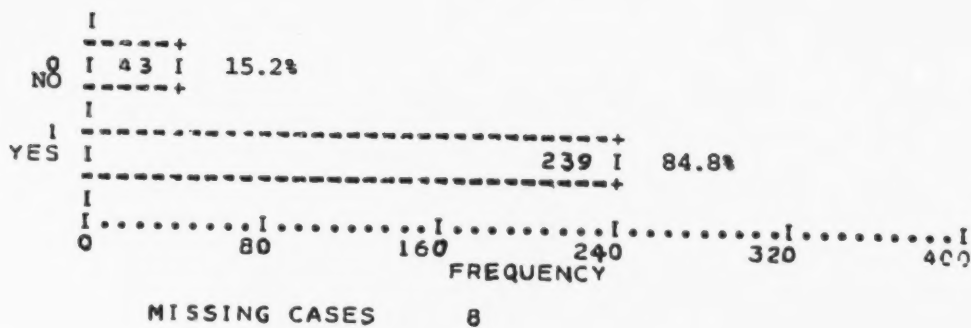
Actual Number in Apprenticeship Programs

NUMBER OF EMPLOYEES	FREQUENCY	PERCENT
0	261	90.0
1	4	1.4
2	5	1.7
3	3	1.0
4	2	.7
5	2	.7
6	2	.7
7	1	.3
10	3	1.0
21	1	.3
43	2	.7
200	1	.3
300 **	1	.3
NO RESPONSE	2	.7
999	2	.7
TOTAL	290	100.0

Question 11.

Total organizations providing entry-level and/or on-the-job
 training 239

Do not provide training 43
 No Response 8

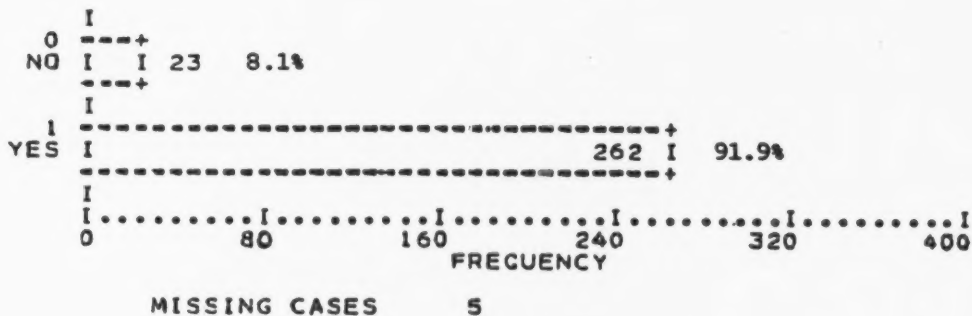


Question 12.

Total organizations that will/do hire individuals age 55 or older 262

Do not hire age 55 or older 23

No Response 5

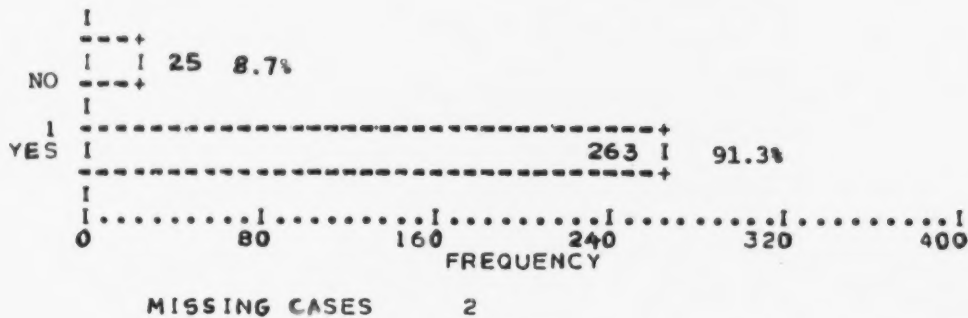


Question 13.

Total organizations that will/do hire physically handicapped 263

Do not hire physically handicapped 25

No Response 2



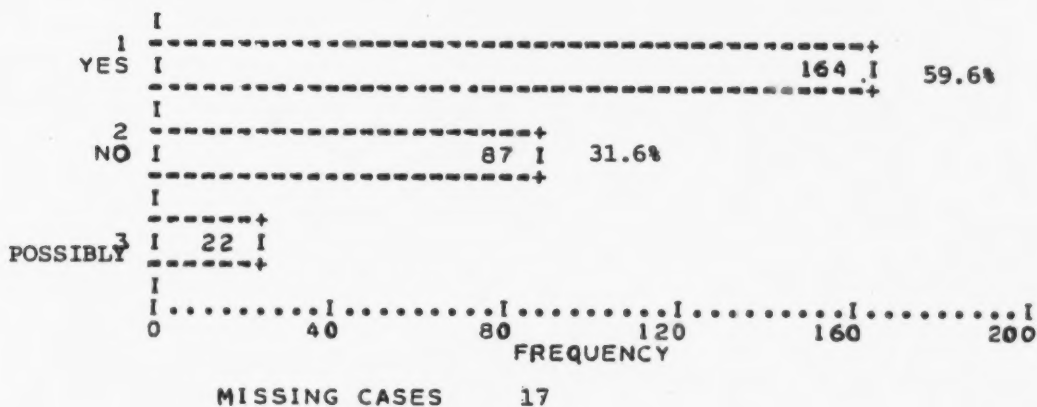
Question 14.

Total organizations that will/do hire ex-offenders 164

Possibly hire ex-offenders (Depending on the offense) . 22

Do not hire ex-offenders 87

No Response 17



Questions 15. and 16.

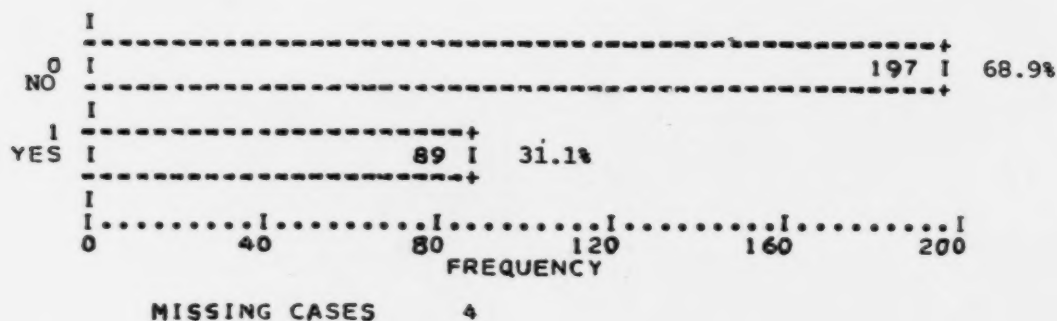
Total organizations having layoffs in the past twelve (12) months 89

Have not had layoffs 197

No Response 4

Total employees laid-off 2495

No Response (6)



Question 17.

Total organizations presently participating in JTPA programs 42

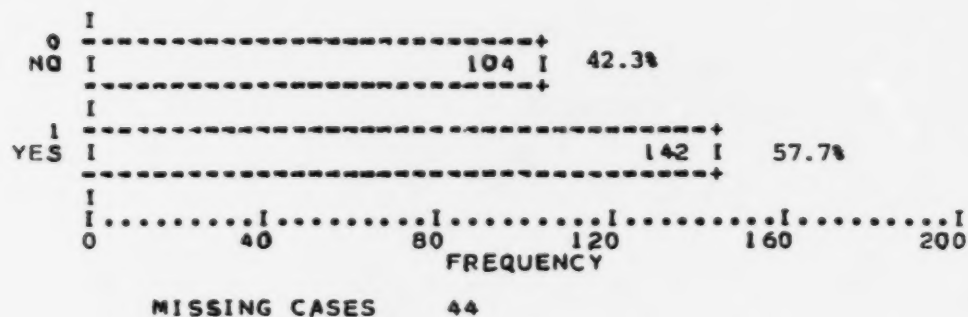
No Response 7

<u>Program</u>	<u>Number Participating</u>
Area vocational-technical school	2
Summer Youth	10
Direct Placements	10
Title III	2
OJT	10
TJTC	5
No Response	3

Total organizations interested in receiving JTPA information 142

Not Interested 104

No Response 44



SUMMARIES BY COUNTY:

CARTER

Number of companies surveyed	50
Number of employees represented in survey	5,529
Companies that have hired in the past 24 months	37
	(No Response 1)
Companies indicating positive interest in JTPA	25
	(No Response 6)
Companies that hire Non-high school graduates	27
	(No Response 2)
Companies that hire part-time employees	30
	(No Response 0)
Companies possibly interested in a youth program	17
	(No Response 4)
Companies that will/do hire age 55 or older	41
	(No Response 3)
Companies that will/do hire handicapped	44
	(No Response 4)
Companies that will/do hire ex-offenders	27
	Possibly 2
	(No Response 6)
Companies that have a formalized apprenticeship training program	7
	(No Response 1)
Companies that promote from within	34
	(No Response 9)
Companies planning/anticipating possible expansion in foreseeable future	7
	(No Response 6)

CARTER COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire part- Time</u>	<u>Int Youth Prog</u>
E	15	6	yes	yes	yes	yes
A	4	0	yes	no	no	no
C	139	0	no	yes	no	no
B	289	80	yes	yes	yes	n/r
B	8	2	yes	no	yes	no
D	650	30	yes	yes	yes	yes
E	6	0	no	yes	yes	yes
E	7	0	yes	yes	yes	no
C	14	5	no	no	no	no
B	5	1	no	no	yes	no
E	3	1	yes	yes	yes	yes
E	11	3	yes	yes	yes	no
C	11	2	yes	yes	no	no
E	120	5	yes	yes	no	no
C	253	57	no	yes	no	no
D	164	15	yes	yes	yes	yes
C	2	0	no	no	yes	no
C	62	3	yes	no	yes	yes
A	28	2	no	yes	no	yes
D	13	3	yes	yes	yes	yes
A	8	4	yes	no	no	yes
E	3	10	yes	yes	yes	no
C	145	0	yes	no	yes	no
E	3	0	n/r	yes	no	n/r
E	8	2	no	yes	yes	yes
A	4	0	yes	no	yes	no
E	42	42	no	yes	yes	yes
B	30	5	yes	n/r	yes	no
B	6	2	n/r	no	yes	no

CARTER COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire part- Time</u>	<u>Int Youth Prog</u>
C	24	42	yes	yes	no	no
C	174	0	no	no	no	no
A	20	1	no	no	no	no
C	6	1	n/r	yes	yes	no
C	3	3	yes	yes	yes	yes
E	23	7	yes	yes	yes	yes
C	1427	468	yes	no	no	no
A	3	1	no	no	no	no
B	83	57	no	yes	yes	n/r
E	4	1	yes	no	yes	no
E	9	3	no	no	yes	yes
A	4	1	no	no	yes	no
B	158	30	yes	yes	yes	no
C	20	4	n/r	n/r	no	n/r
E	5	0	no	no	no	no
E	250	20	no	yes	no	no
A	9	0	n/r	no	no	no
C	1000	n/r	no	yes	no	yes
C	207	3	no	yes	no	yes
E	2	0	yes	no	yes	no
E	45	12	n/r	no	yes	yes

BEST COPY AVAILABLE

CARTER COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
E	yes	yes	no	yes	yes	yes
A	yes	yes	no	no	u/a	no
C	yes	n/r	yes	no	yes	no
B	yes	yes	?	no	n/r	no
B	yes	no	yes	no	yes	no
D	yes	yes	yes	no	yes	no
E	yes	yes	?	no	n/r	n/r
E	no	no	no	no	u/a	no
C	yes	yes	no	no	yes	no
B	yes	yes	yes	no	no	no
E	yes	yes	no	no	no	n/r
E	yes	yes	yes	no	yes	no
C	yes	yes	n/r	no	yes	yes
E	n/r	n/r	n/r	no	n/r	n/r
C	yes	yes	no	n/r	yes	no
D	yes	yes	yes	no	yes	no
C	n/r	n/r	n/r	yes	n/r	n/r
C	yes	yes	no	yes	yes	no
A	yes	yes	no	no	yes	no
D	yes	yes	yes	no	yes	no
A	yes	yes	no	no	n/r	no
E	yes	yes	yes	no	yes	no
C	yes	yes	yes	no	no	no
E	yes	yes	yes	no	n/r	n/r
E	yes	yes	yes	no	yes	yes
A	yes	yes	no	no	no	no
E	yes	yes	yes	no	yes	no
B	yes	yes	yes	no	yes	no
B	no	yes	no	yes	no	yes

CARTER COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
C	yes	yes	yes	no	yes	no
C	yes	yes	yes	no	yes	no
A	no	yes	no	no	yes	no
C	yes	yes	yes	no	yes	no
C	yes	yes	yes	yes	yes	yes
E	yes	yes	yes	no	yes	no
C	yes	yes	yes	no	no	no
A	no	yes	yes	no	n/r	n/r
B	yes	yes	n/r	no	yes	no
E	no	yes	yes	no	yes	no
E	no	yes	yes	no	no	yes
A	yes	yes	no	no	yes	no
B	yes	yes	yes	yes	yes	yes
C	n/r	n/r	n/r	no	yes	no
E	yes	yes	n/r	no	yes	no
E	yes	yes	yes	yes	yes	no
A	yes	yes	no	no	yes	no
C	yes	yes	yes	no	yes	no
C	yes	yes	yes	no	yes	no
E	yes	yes	yes	no	yes	no
E	yes	yes	no	no	yes	no

BEST COPY AVAILABLE

SUMMARIES BY COUNTY:

JOHNSON

Number of companies surveyed	10
Number of employees represented in survey	2,005
Companies that have hired in the past 24 months	9
	(No Response 0)
Companies indicating positive interest in JTPA	7
	(No Response 1)
Companies that hire Non-high school graduates	8
	(No Response 0)
Companies that hire part-time employees	5
	(No Response 0)
Companies possibly interested in a youth program	4
	(No Response 1)
Companies that will/do hire age 55 or older	9
	(No Response 1)
Companies that will/do hire handicapped	9
	(No Response 1)
Companies that will/do hire ex-offenders	7
Possibly	0
	(No Response 1)
Companies that have a formalized apprenticeship training program	1
	(No Response 1)
Companies that promote from within	6
	(No Response 3)
Companies planning/anticipating possible expansion in foreseeable future	1
	(No Response 1)

JOHNSON COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire part- Time</u>	<u>Int Youth Prog</u>
C	700	0	yes	yes	no	no
A	35	3	yes	no	yes	yes
D	307	56	yes	yes	yes	yes
B	54	12	n/r	yes	yes	n/r
C	526	164	yes	yes	no	no
C	328	65	yes	yes	no	yes
E	6	2	yes	yes	yes	no
D	19	6	yes	yes	yes	no
E	28	4	no	yes	no	n/r
B	2	1	n/r	no	no	no

JOHNSON COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Proq</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
C	n/r	n/r	n/r	n/r	yes	no
A	yes	yes	yes	no	yes	no
D	yes	yes	no	no	yes	no
B	yes	yes	yes	no	no	yes
C	yes	yes	yes	yes	u/a	no
C	yes	yes	yes	no	yes	no
E	yes	yes	yes	no	u/a	no
D	yes	yes	yes	no	yes	no
E	yes	yes	yes	no	yes	no
B	yes	yes	no	no	n/r	n/r

BEST COPY AVAILABLE

SUMMARIES BY COUNTY:

SULLIVAN

Number of companies surveyed	113
Number of employees represented in survey	32,801
Companies that have hired in the past 24 months	102
	(No Response 3)
Companies indicating positive interest in JTPA	55
	(No Response 23)
Companies that hire Non-high school graduates	79
	(No Response 2)
Companies that hire part-time employees	74
	(No Response 2)
Companies possibly interested in a youth program	49
	(No Response 4)
Companies that will/do hire age 55 or older	102
	(No Response 8)
Companies that will/do hire handicapped	101
	(No Response 6)
Companies that will/do hire ex-offenders	54
	Possibly 21
	(No Response 15)
Companies that have a formalized apprenticeship training program	18
	(No Response 5)
Companies that promote from within	80
	(No Response 19)
Companies planning/anticipating possible expansion in foreseeable future	26
	(No Response 8)

SULLIVAN COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire part- Time</u>	<u>Int Youth Prog</u>
E	12	5	yes	no	yes	yes
C	489	30	no	yes	yes	no
C	43	0	no	n/r	n/r	yes
C	96	15	yes	yes	no	no
E	247	150	yes	yes	yes	yes
E	3	8	no	no	yes	no
A	26	4	yes	yes	yes	no
C	15	4	no	yes	yes	no
E	91	0	n/r	yes	yes	no
A	45	36	n/r	yes	yes	n/r
A	7	0	yes	no	yes	yes
E	13	2	yes	yes	no	yes
E	6	3	yes	yes	yes	yes
E	15	6	yes	yes	yes	yes
B	1100	302	n/r	yes	yes	no
C	168	5	yes	yes	yes	yes
B	6	3	no	no	no	no
B	13	3	no	no	yes	no
D	374	25	yes	yes	no	no
E	2	1	n/r	yes	no	no
D	347	23	no	yes	yes	yes
E	12	5	yes	no	yes	no
E	13	2	n/r	yes	no	no
E	120	100	yes	yes	yes	yes
E	105	67	yes	yes	yes	yes
A	57	5	yes	yes	yes	yes
E	35	30	no	yes	yes	yes
E	25	8	yes	yes	yes	no
C	97	103	yes	yes	no	no

SULLIVAN COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire part- Time</u>	<u>Int Youth Prog</u>
E	23	3	no	yes	yes	no
C	210	0	yes	yes	yes	no
C	116	5	yes	yes	no	yes
E	24	2	yes	yes	yes	yes
C	130	30	yes	yes	yes	no
E	12	2	no	no	yes	yes
A	6	1	no	no	no	yes
E	60	41	yes	yes	no	no
C	19	2	yes	yes	yes	no
A	388	82	yes	no	yes	yes
E	44	10	yes	yes	yes	yes
C	56	1	n/r	yes	no	no
B	8	2	no	no	no	no
A	60	15	yes	no	yes	yes
E	11	2	no	no	no	no
E	58	8	yes	yes	yes	yes
E	60	7	no	yes	yes	no
C	1000	15	yes	no	no	no
C	60	31	yes	yes	no	no
B	1650	192	no	yes	yes	yes
A	23	10	no	no	yes	no
E	104	8	no	no	yes	no
C	177	68	yes	no	yes	no
E	23	n/r	n/r	n/r	n/r	n/r
E	304	100	no	yes	yes	yes
C	42	32	n/r	yes	no	yes
D	500	40	n/r	yes	yes	yes
C	110	24	n/r	yes	no	yes

SULLIVAN COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire part- Time</u>	<u>Int Youth Prog</u>
E	8	4	yes	yes	yes	yes
B	130	100	yes	yes	yes	no
E	104	2	yes	yes	no	no
C	3302	1128	n/r	yes	yes	yes
C	235	46	yes	yes	yes	yes
E	300	200	no	yes	yes	yes
E	90	12	yes	yes	yes	yes
C	24	11	yes	yes	yes	yes
A	43	10	no	no	no	no
C	20	n/r	yes	yes	no	n/r
E	25	8	yes	yes	no	no
E	22	2	?	no	no	no
C	215	n/r	?	yes	yes	yes
C	15	0	n/r	no	yes	no
A	9	4	no	no	yes	no
E	27	20	n/r	yes	yes	yes
C	11	3	yes	yes	yes	no
E	5	3	no	no	yes	no
C	21	6	no	yes	no	no
E	146	12	n/r	yes	yes	no
A	2	1	no	no	no	no
E	303	30	yes	yes	yes	yes
B	7	3	no	no	no	no
E	169	53	n/r	yes	yes	yes
E	22	4	n/r	yes	no	n/r
E	16	1	yes	yes	yes	no
E	92	30	?	yes	yes	no
C	1336	200	no	yes	no	no

SULLIVAN COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire part- Time</u>	<u>Int Youth Proq</u>
C	500	0	n/r	no	no	no
C	21	4	no	yes	yes	no
E	111	39	no	yes	yes	no
E	74	120	yes	yes	yes	yes
E	8	3	yes	no	no	no
C	1800	400	n/r	yes	no	no
A	5	2	no	no	yes	yes
C	39	10	yes	no	yes	yes
C	260	18	yes	yes	no	no
D	400	8	yes	yes	yes	yes
C	10969	72	no	yes	yes	no
C	26	4	no	yes	no	yes
E	150	60	yes	yes	yes	yes
D	130	29	yes	yes	yes	yes
A	144	56	yes	yes	yes	yes
E	14	6	n/r	no	no	no
E	1403	24	yes	yes	yes	no
D	172	19	no	yes	yes	no
C	340	50	n/r	yes	yes	yes
E	8	0	yes	yes	yes	yes
D	98	9	n/r	no	yes	yes
E	40	7	yes	yes	no	no
E	9	4	n/r	no	no	no
C	28	7	no	yes	yes	yes
E	6	2	no	no	yes	no
E	11	4	yes	no	yes	no
E	451	150	n/r	yes	no	yes
C	25	0	no	yes	no	no

SULLIVAN COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
E	yes	yes	yes	no	yes	yes
C	yes	yes	yes	no	yes	no
C	yes	yes	no	yes	no	no
C	yes	yes	no	no	yes	no
E	yes	yes	yes	no	yes	yes
E	yes	no	no	yes	yes	yes
A	?	yes	n/r	yes	yes	n/r
C	yes	yes	yes	no	u/a	no
E	yes	yes	n/r	n/r	n/r	n/r
A	yes	yes	no	no	yes	no
A	yes	yes	?	no	yes	yes
E	yes	yes	yes	no	no	no
E	yes	yes	yes	no	no	yes
E	yes	yes	yes	no	yes	no
B	yes	yes	yes	no	yes	no
C	yes	yes	n/r	no	yes	no
B	yes	yes	?	no	yes	n/r
B	yes	yes	yes	no	no	no
D	yes	yes	?	no	yes	no
E	yes	no	yes	no	yes	no
D	yes	yes	yes	no	yes	no
E	yes	yes	yes	no	yes	yes
E	yes	yes	yes	yes	u/a	no
E	yes	yes	yes	no	yes	yes
E	yes	yes	?	no	yes	no
A	yes	yes	?	no	yes	no
E	yes	yes	yes	no	yes	yes
E	?	yes	yes	no	u/a	yes
C	yes	yes	yes	no	yes	yes

SULLIVAN COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
E	?	yes	n/r	no	u/a	no
C	n/r	n/r	n/r	n/r	n/r	yes
C	yes	no	?	no	yes	no
E	yes	yes	yes	no	yes	yes
C	yes	yes	yes	yes	yes	yes
E	yes	yes	n/r	no	u/a	no
A	yes	yes	?	no	no	no
E	yes	yes	n/r	no	yes	no
C	yes	yes	no	no	yes	yes
A	yes	yes	no	no	yes	no
E	yes	yes	no	no	yes	no
C	yes	yes	yes	no	u/a	no
B	yes	no	no	yes	no	no
A	yes	yes	?	no	yes	no
E	yes	no	no	no	u/a	no
E	yes	yes	yes	yes	yes	no
E	yes	yes	no	no	yes	no
C	yes	yes	no	yes	yes	yes
C	yes	yes	yes	no	no	no
B	yes	yes	no	no	yes	no
A	yes	yes	n/r	no	n/r	no
E	yes	yes	yes	no	yes	no
C	yes	yes	yes	no	yes	no
E	n/r	n/r	n/r	n/r	n/r	n/r
E	yes	yes	no	no	u/a	yes
C	yes	yes	n/r	no	yes	no
D	yes	yes	yes	yes	yes	?
C	n/r	n/r	n/r	no	u/a	no
E	yes	yes	yes	no	no	no

SULLIVAN COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
B	yes	yes	?	no	yes	no
E	yes	yes	yes	no	yes	no
C	yes	yes	yes	yes	yes	no
C	yes	yes	yes	yes	yes	no
E	yes	yes	?	no	yes	no
E	yes	yes	no	no	yes	yes
C	yes	?	no	no	yes	no
A	yes	yes	no	no	yes	no
C	n/r	n/r	n/r	n/r	n/r	n/r
E	yes	yes	no	no	no	yes
E	yes	yes	yes	no	yes	no
C	yes	yes	yes	n/r	yes	no
C	yes	yes	yes	no	yes	no
A	no	yes	no	no	no	no
E	yes	yes	?	no	yes	yes
C	yes	yes	?	yes	yes	?
E	yes	yes	yes	yes	u/a	no
C	no	yes	?	no	yes	no
E	yes	yes	yes	no	yes	no
A	yes	yes	no	no	n/r	n/r
E	yes	yes	no	no	yes	yes
B	n/r	yes	no	no	yes	yes
E	yes	yes	n/r	no	yes	no
E	yes	yes	yes	no	no	no
E	yes	yes	yes	no	yes	no
E	yes	yes	yes	no	yes	no
C	yes	yes	yes	no	yes	no
C	yes	yes	?	yes	yes	no
C	yes	?	n/r	no	n/r	no

SULLIVAN COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
E	yes	yes	yes	no	yes	no
E	yes	yes	yes	no	yes	yes
E	no	no	yes	no	yes	no
C	yes	yes	yes	no	yes	yes
A	yes	yes	yes	no	no	no
C	yes	yes	yes	yes	yes	no
C	yes	yes	yes	no	yes	no
D	yes	yes	yes	no	yes	no
C	yes	yes	yes	yes	yes	no
C	yes	yes	?	no	yes	yes
E	yes	yes	?	no	n/r	no
D	yes	yes	n/r	no	no	no
A	yes	yes	?	yes	yes	yes
E	yes	yes	?	yes	yes	no
E	yes	yes	yes	no	yes	no
D	yes	yes	?	no	yes	no
C	yes	yes	?	no	yes	no
E	yes	yes	no	no	yes	no
D	yes	yes	?	no	no	no
E	yes	yes	yes	no	u/a	no
E	yes	yes	yes	no	yes	no
C	yes	yes	no	no	yes	no
E	yes	yes	yes	no	yes	no
E	yes	yes	yes	no	yes	yes
E	yes	yes	yes	no	yes	no
C	yes	yes	yes	no	yes	no

SUMMARIES BY COUNTY:

UNICOI

Number of companies surveyed	24
Number of employees represented in survey	1,525
Companies that have hired in the past 24 months	14
(No Response 0)	
Companies indicating positive interest in JTPA	10
(No Response 5)	
Companies that hire Non-high school graduates	13
(No Response 1)	
Companies that hire part-time employees	14
(No Response 1)	
Companies possibly interested in a youth program	4
(No Response 2)	
Companies that will/do hire age 55 or older	20
(No Response 0)	
Companies that will/do hire handicapped	22
(No Response 0)	
Companies that will/do hire ex-offenders	10
Possibly	2
(No Response 3)	
Companies that have a formalized apprenticeship training program	1
(No Response 2)	
Companies that promote from within	12
(No Response 7)	
Companies planning/anticipating possible expansion in foreseeable future	1
(No Response 3)	

UNICOI COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire part- Time</u>	<u>Int Youth Prog</u>
E	27	7	yes	yes	no	yes
C	128	15	yes	yes	yes	no
B	3	2	no	yes	yes	no
E	3	0	no	yes	no	n/r
E	4	0	yes	yes	yes	yes
E	4	3	no	no	no	no
A	4	1	yes	no	yes	no
A	19	2	no	no	no	no
E	12	0	yes	yes	yes	no
D	35	3	yes	yes	yes	yes
E	33	5	yes	no	yes	yes
B	4	1	no	no	no	no
E	4	0	no	n/r	yes	no
C	151	0	n/r	yes	yes	no
C	407	154	n/r	yes	no	no
B	57	50	yes	no	yes	no
C	592	29	no	yes	no	no
A	3	0	n/r	no	yes	no
E	4	1	yes	yes	yes	no
A	2	0	no	no	no	no
A	2	0	no	no	yes	no
A	5	0	n/r	no	yes	no
D	12	3	yes	yes	n/r	no
C	10	1	n/r	yes	no	n/r

UNICOI COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
E	yes	yes	yes	no	no	no
C	yes	n/r	n/r	no	yes	no
B	no	yes	no	no	n/r	no
E	yes	yes	?	n/r	n/r	no
E	yes	yes	yes	no	n/r	no
E	yes	yes	yes	no	u/a	no
A	yes	yes	yes	no	yes	yes
A	no	no	no	no	yes	no
E	yes	yes	no	no	yes	no
D	yes	yes	yes	no	yes	no
E	yes	yes	yes	yes	yes	no
B	no	yes	no	no	no	no
E	yes	yes	n/r	no	n/r	n/r
C	yes	yes	?	no	yes	no
C	yes	yes	n/r	no	no	no
B	yes	yes	no	no	yes	no
C	yes	yes	no	no	yes	no
A	no	yes	no	no	n/r	n/r
E	yes	yes	yes	no	yes	no
A	yes	yes	no	no	no	no
A	yes	yes	yes	no	u/a	no
A	yes	yes	yes	n/r	no	no
D	yes	yes	no	no	yes	no
C	yes	yes	yes	no	yes	n/r

SUMMARIES BY COUNTY:

WASHINGTON

Number of companies surveyed	93
Number of employees represented in survey	11,860
Companies that have hired in the past 24 months	80
	(No Response 1)
Companies indicating positive interest in JTPA	45
	(No Response 9)
Companies that hire Non-high school graduates	66
	(No Response 0)
Companies that hire part-time employees	65
	(No Response 0)
Companies possibly interested in a youth program	34
	(No Response 1)
Companies that will/do hire age 55 or older	86
	(No Response 3)
Companies that will/do hire handicapped	79
	(No Response 6)
Companies that will/do hire ex-offenders	53
	Possibly 9
	(No Response 4)
Companies that have a formalized apprenticeship training program	14
	(No Response 1)
Companies that promote from within	64
	(No Response 18)
Companies planning/anticipating possible expansion in foreseeable future	14
	(No Response 13)

WASHINGTON COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire Part- time</u>	<u>Int Youth Prog</u>
C	55	0	yes	yes	yes	no
E	15	5	yes	no	no	no
C	19	5	no	yes	yes	no
C	379	32	yes	yes	yes	yes
E	35	3	no	yes	yes	no
B	11	1	no	n/r	no	no
E	9	8	no	n/r	yes	no
C	3	1	no	no	no	no
B	170	266	n/r	yes	yes	no
E	7	0	n/r	yes	no	no
E	43	30	no	no	yes	no
E	15	5	n/r	yes	yes	n/r
E	14	6	yes	yes	yes	yes
E	15	0	n/r	no	no	no
E	93	93	yes	yes	no	no
C	12	2	no	yes	no	yes
E	29	2	no	no	yes	no
C	12	4	no	yes	no	no
C	315	189	yes	yes	no	no
E	24	3	no	yes	yes	no
E	13	0	no	yes	no	no
E	30	9	yes	yes	yes	no
A	45	14	yes	no	yes	yes
D	1330	329	yes	yes	yes	no
C	22	11	yes	no	no	no
E	90	60	no	yes	yes	no
B	35	12	yes	yes	yes	no
E	131	80	yes	yes	yes	yes

WASHINGTON COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire Part- time</u>	<u>Int Youth Prog</u>
C	295	55	no	yes	yes	no
A	7	1	no	no	yes	yes
E	20	0	no	no	no	no
C	49	0	no	yes	yes	yes
E	9	2	no	yes	yes	no
A	3	0	yes	yes	yes	yes
C	9	1	no	yes	yes	no
A	13	2	no	no	no	no
C	20	2	yes	yes	yes	yes
D	1300	85	yes	yes	yes	yes
B	1440	154	no	yes	yes	yes
B	15	2	yes	no	no	no
B	8	2	no	no	yes	yes
B	4	0	no	no	no	no
C	329	12	?	yes	no	no
E	30	60	yes	yes	yes	yes
B	4	0	yes	no	yes	yes
B	4	2	no	no	yes	no
C	260	3	no	yes	no	no
E	14	4	yes	yes	yes	yes
E	3	1	no	yes	yes	no
E	73	n/r	yes	yes	yes	n/r
C	11	4	yes	yes	yes	yes
E	13	2	yes	yes	yes	yes
E	58	10	no	yes	yes	no
E	21	10	no	no	yes	no
C	238	33	yes	yes	yes	yes
E	250	100	yes	yes	yes	yes

WASHINGTON COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire Part- time</u>	<u>Int Youth Prog</u>
C	300	80	.yes	.yes	no	.yes
E	34	5	.yes	.yes	.yes	.yes
C	17	7	.yes	.yes	.yes	no
C	168	73	no	.yes	.yes	no
C	10	5	no	.yes	.yes	no
E	5	2	?	no	no	no
C	17	4	n/r	.yes	no	no
C	30	25	.yes	.yes	.yes	n/r
E	36	3	no	no	no	no
E	212	200	.yes	.yes	.yes	.yes
C	464	103	no	.yes	no	no
C	23	28	no	.yes	no	no
C	15	3	.yes	.yes	no	no
A	6	3	.yes	no	.yes	.yes
C	4	0	no	.yes	.yes	.yes
A	20	4	no	.yes	.yes	.yes
E	128	20	no	.yes	no	no
C	90	50	.yes	.yes	.yes	.yes
E	98	35	.yes	.yes	.yes	no
E	45	30	n/r	.yes	.yes	.yes
C	365	231	.yes	.yes	.yes	no
C	20	7	n/r	.yes	no	no
C	20	13	.yes	.yes	.yes	no
A	4	2	no	no	.yes	no
C	13	0	no	.yes	no	no
C	6	2	.yes	.yes	.yes	.yes
A	5	3	.yes	no	.yes	.yes

WASHINGTON COUNTY

<u>Type of Form</u>	<u>Number of Emps</u>	<u>Hired past 24mos</u>	<u>Int in JTPA</u>	<u>Hire Non-HS Grads</u>	<u>Hire Part- time</u>	<u>Int Youth Prog</u>
B	1213	580	.yes	.yes	.yes	.yes
A	56	18	no	no	.yes	no
D	700	0	.yes	.yes	.yes	.yes
E	2	3	.yes	.yes	.yes	no
E	20	6	no	.yes	.yes	.yes
E	7	3	.yes	no	.yes	.yes
C	50	31	n/r	.yes	no	no
E	43	1	n/r	no	.yes	no
C	140	93	.yes	.yes	.yes	no
A	3	2	.yes	no	.yes	.yes

WASHINGTON COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
C	.yes	.yes	.yes	.yes	.yes	no
E	.yes	.yes	.yes	.yes	u/a	no
C	.yes	.yes	.yes	.yes	.yes	no
C	.yes	.yes	.yes	no	.yes	no
E	.yes	no	no	no	.yes	.yes
B	no	no	no	no	.yes	no
E	.yes	.yes	.yes	no	no	no
C	.yes	.yes	no	no	u/a	no
B	.yes	.yes	.yes	no	.yes	.yes
E	.yes	.yes	no	no	.yes	no
E	.yes	no	no	no	.yes	.yes
E	.yes	.yes	?	no	.yes	no
E	.yes	.yes	?	no	.yes	no
E	.yes	.yes	.yes	no	.yes	no
E	no	.yes	.yes	no	.yes	no
C	.yes	.yes	.yes	no	.yes	no
E	.yes	.yes	.yes	no	.yes	no
C	.yes	.yes	.yes	no	u/a	.yes
C	.yes	.yes	.yes	no	.yes	no
E	.yes	.yes	no	no	.yes	no
E	.yes	no	no	no	no	n/r
E	.yes	.yes	no	.yes	.yes	no
A	.yes	.yes	no	no	.yes	no
D	.yes	.yes	.yes	no	.yes	no
C	.yes	.yes	.yes	.yes	.yes	no
E	.yes	.yes	.yes	no	.yes	n/r
B	.yes	.yes	.yes	no	no	.yes
E	.yes	.yes	?	no	no	no
C	.yes	.yes	.yes	no	.yes	no

WASHINGTON COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
A	.yes	.yes	no	no	.yes	no
E	.yes	.yes	no	no	n/r	n/r
C	.yes	.yes	.yes	no	n/r	n/r
E	.yes	.yes	.yes	.yes	.yes	no
A	.yes	.yes	.yes	no	u/a	.yes
C	?	?	?	no	.yes	no
A	.yes	.yes	no	.yes	.yes	no
C	.yes	.yes	.yes	no	.yes	no
D	.yes	.yes	.yes	no	.yes	no
B	.yes	.yes	?	no	.yes	no
B	.yes	.yes	n/r	no	.yes	no
B	?	?	?	no	.yes	no
B	.yes	.yes	no	no	n/r	n/r
C	.yes	.yes	?	no	.yes	no
E	.yes	.yes	no	no	.yes	no
B	.yes	.yes	.yes	no	u/a	no
B	no	no	no	no	.yes	n/r
C	.yes	.yes	.yes	no	.yes	no
E	.yes	.yes	no	no	.yes	no
E	.yes	.yes	.yes	n/r	n/r	n/r
E	n/r	n/r	n/r	no	n/r	n/r
C	.yes	no	.yes	no	.yes	no
E	.yes	.yes	.yes	no	.yes	no
E	.yes	.yes	.yes	no	.yes	no
E	.yes	.yes	no	no	u/a	no
C	.yes	.yes	.yes	no	.yes	no
E	.yes	?	?	.yes	.yes	no
C	.yes	.yes	.yes	.yes	no	no
E	.yes	.yes	.yes	.yes	.yes	.yes

WASHINGTON COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
C	.yes	.yes	.yes	no	n/r	n/r
C	.yes	.yes	n/r	.yes	.yes	no
C	.yes	.yes	.yes	no	n/r	n/r
E	.yes	.yes	.yes	no	n/r	n/r
C	.yes	no	.yes	no	.yes	no
C	.yes	.yes	.yes	no	.yes	n/r
E	.yes	.yes	no	no	no	no
E	.yes	?	.yes	no	n/r	n/r
C	.yes	.yes	.yes	no	no	.yes
C	.yes	.yes	.yes	no	u/a	no
C	.yes	.yes	no	no	.yes	no
A	.yes	.yes	.yes	no	.yes	no
C	.yes	no	no	no	.yes	no
A	.yes	.yes	.yes	no	.yes	no
E	.yes	.yes	.yes	no	.yes	no
C	.yes	.yes	.yes	.yes	.yes	.yes
E	.yes	.yes	no	no	.yes	no
E	.yes	.yes	.yes	no	.yes	no
C	.yes	.yes	no	no	.yes	no
C	.yes	.yes	.yes	no	u/a	no
C	.yes	.yes	no	no	no	no
A	.yes	?	no	.yes	.yes	no
C	.yes	.yes	.yes	no	.yes	no
C	.yes	.yes	n/r	no	.yes	.yes
A	.yes	.yes	.yes	no	u/a	.yes
B	.yes	.yes	.yes	.yes	.yes	.yes
A	.yes	.yes	no	no	.yes	no
D	.yes	.yes	no	no	.yes	no
E	no	.yes	.yes	no	no	no

WASHINGTON COUNTY

<u>Type of Form</u>	<u>Hire 55 or Older</u>	<u>Hire Handi- capped</u>	<u>Hire Ex- offnd</u>	<u>Formal Apprnt Prog</u>	<u>Promot from Within</u>	<u>Plan Expan- ion</u>
E	.yes	.yes	.yes	no	.yes	no
E	.yes	.yes	.yes	no	.yes	no
C	.yes	.yes	?	no	no	no
E	.yes	.yes	.yes	no	no	no
C	.yes	.yes	.yes	no	.yes	.yes
A	.yes	.yes	no	no	.yes	.yes

Part II of Questionnaire

This section of the Survey Form was designed to uncover overall SDA-1 training needs and projections and is formatted according the sequencing of the mailed survey questions.

Question 1.

Jobs/positions found especially difficult to fill.

This question identifies especially difficult to fill jobs/positions at all job levels in order to obtain potential long range, as well as present, training needs. Therefore, Question 1. was designed to identify the type, rather than the precise number, of the most difficult to fill positions. (Part III of the Survey Form was designed to provide specific numerical data.) Entry level positions applicable to JTPA are listed on the following pages.

For convenience, the difficult to fill jobs/positions are listed by: 1) occupational categories by type of employer (Form Type), and 2) generally recognized skill levels. During telephone follow-up calls and on-site visits, it became apparent that employers' perceptions of necessary occupational skill levels often varied. Therefore, skill level categories listed below are based upon established vocational and technical training requirements. In certain cases, those job classifications listed as requiring less than 12 months training assume intensified specific training schedules.

FORM A - FINANCE/INDUSTRY/LEGAL/REAL ESTATE/ PROFESSIONAL SERVICES

Number of organizations responding	23
No "difficult-to-fill" positions	8
No Response	7
Total	38*

*This figure represents the number of organizations repsonding that have needs and not the number of job openings.

Positions Requiring No Formal Training

General laborers	1
Lawn and grounds maintenance	1

Positions Requiring Short-term (12 months or less) Technical/Vocational Background

Proof/Operators	2
Tellers	2
Front office postions	1
Insurance secretaries	1
Real estate appraisers	1

Postions Requiring Advanced (12 to 24 months) Technical/Vocational Background

Computer related positions	3
Qualified secretaries	3
Legal secretaries	2
General draftpersons	1

FORM B - HEALTH CARE AND ALLIED FIELDS

Number of organizations responding	12
No "difficult-to-fill" positions	7
No Response	9
Total	28*

Positions Requiring No Formal Training

None

Positions Requiring Short-term (12 months or less) Technical/Vocational Background

Nurses aides with geriatric/other training	3
Skilled medical transcriptionists	2
Word Processors	1

Positions Requiring Advanced (12 to 24 months) Technical/Vocational

Nuclear medical technicians	1
Radiation theray technicians	1
Dental Hygienists	1

*This figure represents the number of organizations repsonding that have needs and not the number of job openings.

FORM C - INDUSTRY (CRAFTS AND TRADES)

Number of organizations with difficult to fill positions	56
No "difficult-to-fill" positions	13
No Response	25
Total	94*

Positions Requiring No Formal Training

Truck drivers	2
-------------------------	---

Positions Requiring Short-term (12 months or less) Technical/Vocational Background

Machine operators	7
Machine mechanics	6
Welders	6
Salespersons	4
General industrial maintenance	3
Patternmakers	2
Platemakers	2
Pre-press operators	2
Quality control inspectors	2
Strippers (printing)	2
Data entry	2
Qualified secretaries	2
Assembly inspectors	1
Auto mechanics	1
Auto parts sales clerks	1
Bottomer operators	1
Experienced cloth cutters	1
Electronic assembly	1
Foundry molders	1
Gasket fabricators	1
Hose fabricators	1
Last (shoe) pullers	1
Motormen	1
Pest control technicians	1
Precision mechanical inspectors	1
Side (shoes) lasters	1
Siding installation mechanics	1
Spinning (tires) operators	1
Window installation mechanics	1

*This figure represents the number of organizations repsonding that have needs and not the number of job openings.

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Positions Requiring Advanced (12 to 24 months) Technical/Vocational Background

Electricians	6
Printing press operators	6
Typesetters	2
Lab technicians	2
Cabinetmakers	1
Electronic technicians	1
Instrument technicians	1
Software technicians	1
Standards technicians	1
Staff artists	1
Hydraulics maintenance	1

FORM D - GOVERNMENT SERVICE

Number of organizations with difficult to fill positions	12
No "difficult-to-fill" positions	2
No Response	3
Total	17*

Positions Requiring No Formal Training

Construction workers	1
Maintenance workers	2
Repair persons	1
School bus drivers	2

Positions Requiring Short-term (12 months or less) Technical/Vocational Background

Boiler maintenance workers	1
--------------------------------------	---

Positions Requiring Advanced (12 to 24 months) Technical/Vocational Background

Trained firemen	2
Natural gas appliance servicepersons	1
Police officers	1

*This figure represents the number of organizations repsonding that have needs and not the number of job openings.

FORM E - RETAIL/MARKETING/DISTRIBUTION SERVICES

Number of organizations with difficult to fill positions	59
No difficult-to-fill" positions	29
No Response	25
Total	113*

Positions Requiring No Formal Training

Cooks	5
Waitresses	3
Jewelry sales	2
Kitchen helpers	2
Cashiers	1
Cook's helpers	1
Desk clerk	1
Local pick-up drivers	1
Hostesses	1
Tire installers	1

Positions Requiring Short-term (12 months or less) Technical/Vocational Background

Salespersons	15
Billing clerks	4
Mechanics	3
Night auditors	2
Radio announcers	2
Word processor	2
Body shop repair	2
Floral designers	2
Parts persons (auto)	2
Data entry operators	2
Appliance repairpersons	1
Automated machine shop workers	1
Bookkeepers	1
Clerical	1
Cosmetic assistants	1
Gas dispatchers	1
Refrigerator/air conditioner repairpeople	1
Travel counselor	1
Horticulturists	1
Night maintenance	1
Service writers (auto)	1
Switchboard operators	1
Typesetters	1

*This figure represents the number of organizations repsonding that have needs and not the number of job openings.

Positions Requiring Advanced (12 to 24 months) Technical/Vocational Background

Mechanical technicians	9
Secretaries with shorthand/word processing	7
Electronic technicians	2
Beauticians	1
Brick masons, ...	1
Chefs	1
Commercial printers	1
Embalmers	1
Heavy equipment mechanics	1
Shipping Rate analysts	1

Question 2.

Positions presently open, or anticipated openings, for any reason - attrition, retirement, expansion - during the next 24 months.

Since anticipated openings at all levels would be useful for SDA-1 needs projections, no distinction between job openings on a position-level basis was requested from the employer. However, as this Survey is directly applicable to JTPA participants, each position has been coded as follows:

LEGEND/CODE*

No code = the position generally requires training or experience beyond the scope of JTPA

0 = no formal training usually required

1 = requires 12 months or less of training

2 = requires 12 to 24 months of training

*In certain cases, job classifications coded either "1" or "2" assume intensified specific training schedules.

FORM A - FINANCE/INDUSTRY/LEGAL/REAL ESTATE/
PROFESSIONAL SERVICES

Number of organizations responding with anticipated openings	6
No current openings	14
No Response	8
Total	28

Code

1 - Tellers	6*
2 - Insurance agents	4

1 - Computer operators	2
2 - General draftpersons	2
2 - Secretaries	2
1 - Appraisers/Trainees	1
1 - Bookkeepers	1
Branch managers	1
2 - Civil engineering design draftpersons	1
0 - Lawn and grounds maintenance	1
2 - Legal secretaries	1
1 - Proof operators	1
2 - Accounting clerks	1

*This figure represents actual number of job openings.

FORM B - HEALTH CARE AND ALLIED FIELDS

Number of organizations responding with anticipated openings	13
No current openings	11
No response	4
Total	28

Code

1 - LPN's	10 *
1 - Nursing assistants	7
0 - Food service	6
0 - Housekeeping	6
1 - Clerical	4
2 - R.N.'s	4
2 - Dental assistants	3
1 - Medical lab aides	3
0 - Orderlies	3
2 - Medical technicians	2
Occupational therapists	2
2 - Radiology technicians	2
2 - Respiratory therapists	2
2 - Computer technicians	1
1 - General maintenance	1
0 - Receptionists	1
1 - Secretaries	1

*This figure represents actual number of job openings.

FORM C - INDUSTRY (CRAFTS AND TRADES)

Number of organizations responding with anticipated openings	34
No current openings	33
No Response	27
Total	94

Code

0 - Production workers	21*
1 - Machinists	7
0 - Truck drivers	7
2 - Electronic technicians	6
Production foreman	4
2 - Lab technicians	3
1 - Accounting clerks	2
2 - Carpenters	2
2 - Electricians	2
1 - Electronic assemblers	2
1 - Heavy equipment operators	2
2 - Industrial technicians	2
2 - Machine repairers	2
2 - Mechanical draftpersons (experienced)	2
2 - Offset pressmen	2
1 - Patternmakers	2
2 - Plumbers	2
1 - Salespersons	2
1 - Secretaries	2
1 - Shipping/receiving clerks	2
1 - Welders	2
1 - Batch weighers	1
1 - Battery engineers	1
1 - Circuit board platers	1
1 - Computer operators	1
0 - Construction workers	1
Design engineers (experienced)	1
1 - Gasket fabricators	1
1 - Hose fabricators	1
2 - HVAC mechanics	1
0 - Janitorial	1
1 - Mailroom supervisors	1
Marketing	1
2 - R.N.'s	1
2 - Reporters	1
1 - Seamstress	1
1 - Sheet metal mechanics	1
1 - Siding installation mechanics	1
2 - Software technicians	1
1 - Window installation mechanics	1

*This figure represents actual number of job openings.

FORM D - GOVERNMENT SERVICE

Number of organizations responding with anticipated openings	12
No Response	3
No positions open	6
Total	21

64

Code

1 - Secretaries	3*
1 - Bus drivers	2
0 - Letter carriers	2
1 - Natural gas appliance servicemen	2
2 - Accounting clerks	1
0 - Animal control officers	1
1 - Clerical	1
2 - Computer operators	1
0 - Cooks	1
0 - Custodians	1
1 - Distribution clerks	1
2 - Firefighters	1
1 - Gas inspectors	1
2 - Health wellness counselors	1
1 - Maintenance	1
1 - Medical photographers	1
1 - Payroll clerks	1
2 - Police officers	1
2 - Research technicians	1
0 - Security officers	1
Supervisors	1
2 - Teacher's aides	1

*This figure represents actual number of job openings.

FORM E - RETAIL/MARKETING/DISTRIBUTION SERVICES

Number of organizations responding with anticipated openings	46
No Response	26
No current openings	41
Total	113

Code

1 - Sales	15*
1 - Automobile mechanics	7
0 - Cooks	6
0 - Waitresses	6
0 - Cook's helpers	4
Management	4
1 - Billing clerks	3
0 - Cashiers	3
1 - Maintenance	3
1 - Radio announcers	3
1 - Body shop repairs	2
1 - Clerks (general)	2
1 - CRT operators	1
0 - Hostesses	2
1 - Secretaries with shorthand/word processing	2
1 - Stock clerks	2

0 - Baggers	1
2 - Brick masons	1
0 - Busboys	1
1 - Chefs	1
0 - Desk clerks	1
2 - Drafters	1
2 - Electronic technicians	1
0 - General laborers	1
2 - Licensed embalmers	1
0 - Local pick-up drivers	1
1 - Meter readers	1
1 - Service writers	1
Store management trainees	1
0 - Switchboard operators	1
1 - Tire changers	1
1 - T.V. technicians	1
0 - Warehouse helpers	1

*This figure represent actual number of job openings.

Question 3.

Number of organizations meeting their hourly employment/placement needs by promotion from within 196

Form A	23
Form B	16
Form C	68
Form D	16
Form E	73
No Response	(37)

Number of organizations meeting their hourly employment/placement needs by hiring from outside 70

Form A	7
Form B	8
Form C	25
Form D	4
Form E	26
No Response	(37)

Number of organizations stating they were unable to answer questions concerning their hiring practices 24

Form A	4
Form B	1
Form C	6
Form D	0
Form E	13
No Response	(37)

Question 4.

Number of organizations anticipating significant expansion in the "foreseeable future" 47

Form A	7
Form B	7
Form C	12
Form D	0
Form E	21
No Response	32

Question 5.

Number of entry level or semi-skilled hourly positions presently open or opening during the next 6 months

During telephone follow-up calls and on-site visits, it became apparent that employer's perceptions of entry-level and/or semi-skilled positions often varied. Because of this the listed job openings were coded as follows:

LEGEND/CODE*

No code = the position generally requires training or experience beyond the scope of JTPA

0 = no formal training usually required

1 = requires 12 months or less of training

2 = requires 12 to 24 months of training

*In certain cases, job classifications coded either "1" or "2" assume intensified specific training schedules.

*FORM A - FINANCE/INDUSTRY/LEGAL/REAL ESTATE/
PROFESSIONAL SERVICES*

Number of organizations indicating openings	8
No Response	10
No projected openings	18
Unknown	2
Total	38

Code

1 - Real estate salespersons	12*
1 - Tellers	6
1 - Secretaries	5

1 - Computer operators	2
2 - General draftspersons	2
1 - Bookkeepers	1
1 - Proof operators	1
1 - Research clerks	1
2 - Senior typists	1

FORM B - HEALTH CARE AND ALLIED FIELDS

Number of organizations indicating openings	8
No Response	6
No openings projected	14
Unknown	0
Total	94

Code

1 - Nursing assistants	37*
1 - LPN's	5
2 - Dental assistants	4
0 - Housekeeping	4
0 - Food service workers	3
1 - Medical lab aides	2
2 - R.N.'s	2
1 - Clerical	1
2 - Computer technicians	1
2 - Radiology technicians	1
0 - Receptionists	1

*This figure represents actual number of job openings.

FORM C - INDUSTRY (CRAFTS AND TRADES)

Number of organizations indicating openings	20
No Response	26
No projected openings	48
Unknown	0
Total	94

Code

1 - Electrical assemblers	200*
1 - Circuit board fabricators	50
1 - Inspectors	25
1 - Manufacturing positions	21
2 - Electronic technicians	20
1 - Clerks	17
1 - Machinists	13
0 - Foundry helpers	10
1 - Sheet metal helpers	8

0 - General laborers	6
1 - Batchweighers	4
2 - Printing press operators	4
2 - Machine repairpersons	2
1 - Machine shop helpers	2
2 - Maintenance electricians	2
1 - Gasket fabricators	1
1 - Hose fabricators	1
2 - Offset pressmen	1
1 - Plumber's helpers	1
1 - Seamstress	1
0 - Truck drivers	1

FORM D - GOVERNMENT SERVICE

Number of organizations indicating openings	8
No Response	0
No projected openings	8
Unknown	1
Total	<u>17</u>

Code

0 - Custodians	3*
1 - Maintenance	2
1 - Custodial foreman	1
1 - Lab animal caretakers	1

*This figure represents the actual number of job openings.

1 - Meter readers	1
1 - Payroll clerks	1
1 - Utility workers	1
1 - Wastewater workers	1

FORM E - RETAIL/MARKETING/DISTRIBUTION SERVICES

Number of organizations indicating openings	23
No Response	34
No projected openings	56
Unknown	0
Total	<u>113</u>

Code

Salespersons	35*
1 - Auto mechanics	14
1 - Clerks	13
0 - Cashiers	9
2 - Brick masons	8
0 - Waitress	7

0 - Drivers	6
0 - Dishwashers	4
1 - Radio announcers	4
0 - Stockers	4
0 - Cooks	3
0 - Warehouse workers	3
1 - Body shop repairs	2
1 - Office helps	2
Assistant managers	1
0 - Baggers	1
1 - Chefs	1
2 - Drafters	1
1 - Floral design/sales	1
0 - Maids	1
1 - Maintenance mechanics	1
0 - Meter readers	1

Question 6.

Most critical training, job skill, and educational needs in your locale for entry-level employees.

*This figure represents actual number of job openings.

*FORM A - FINANCE/INDUSTRY/LEGAL/REAL ESTATE/
PROFESSIONAL SERVICES*

Number of organizations indicating needs	23
No Response	15
No training needs	0
Total	38

Communication/English/Math skills	17
Word processing/shorthand	14
Interest in job/work attitude	13
Accounting	4
Public relations skills	6
On-the-job/classroom training for new employees	5
Computer skills	3
Microcomputer knowledge	3
Bookkeeping	2
Banking experience	1
Drafting training	1
Insurance service representatives (experienced)	1
Lawn and ground skills	1
Formal real estate training	1

FORM B - HEALTH CARE AND ALLIED FIELDS

Number of organizations indicating needs	17
No Response	11
No training needs	0
Total	28
Communication/English/math skills	12
Filing/typing	6
Nursing assistant program	4
Flexibility/reliability/work with others	3
Geriatric/nursing training	3
Ability to be on feet/follow instructions	2
Ability to make quick, quantative judgements	1
Determine patient needs	1
Lab skills	1
Physical therapist skills	1
Radiation therapist skills	1

FORM C - INDUSTRY (CRAFTS AND TRADES)

Number of organizations indicating needs	48
No Response	40
No training needs	6
Total	94
Communication/English/math skills	50
Machinist skills	13
Mechanical skills	6
Blueprint reading	4
Flexibility/reliability/work with others.	4
Electronics skills	3
Manual dexterity	3
Production skills	2
Sheet metal	2
Welding	2
Ability to think independently	1
Agriculture/Farm equipment knowledge	1
Auto mechanics	1
Business background	1
Computer skills	1
Computerized numerical control machining	1
Drafting	1
Driving skills	1
Electrical knowledge	1
Inspector skills	1
Instrumentation skills	1
Metal fabricator	1
Plumbing	1
Printing	1
Secretarial w/shorthand and word processing	1
Soldering	1

FORM D - GOVERNMENT SERVICE

Number of organizations indicating needs	12
No Response	5
No training needs	0
Total	17

Communication/English/math skills	16
Computer literacy	5
Custodial	2
Driving skills	2
Firefighter	2
Groundskeeping	2
Secretarial w/shorthand and word processing	2
Air condition/refridgeration	1
Chemistry background	1
Electronics	1
Gas meter regulation	1
General utility work	1
Plumbing	1
Police training	1
Para-professional level training	1

FORM E - RETAIL/MARKETING/DISTRIBUTION SERVICES

Number of organizations indicating needs	68
No Response	41
No training needs	4
Total	113

Communication/English/math skills	88
Computer skills	7
Construction/carpenter skills	5
Interest in job/reliability	5
Sales training	5
Mechanical knowledge	4
Accounting	3
Electronics	3
Personal appearance/proper business attire	3
Public relations	3
Typing/word processing	3
Clerical	2
Cooking skills	2
Shorthand	2
Technical skills	2
Willing to start at entry level	2
Auto body repair	1
Auto parts knowledge	1
Blueprint reading	1
Bookkeeping	1
Career counseling	1
Cashier skills	1
Certificate program for hotel employees	1
College education	1

Drafting skills	1
Driving skills	1
Electricity	1
Electronic troubleshooting	1
Food knowledge	1
Mason skills	1
Small motors training	1
Tow motor operations	1

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ON-SITE INTERVIEWS

On-site interviews were conducted in order to increase response rates, verify mailed survey information, and obtain specific information which historically has been very difficult to obtain from mailed surveys.

On-site interviews were conducted with 104 SDA-1 employers. The on-site interviews included employers in all counties, in all major occupational categories, and in all classifications by number of employees hired.

Number of Organizations

Finance	7
Health Care	12
Industry (Crafts)	41
Government Service	14
Service/Retail	<u>30</u>
Total	104

Information regarding "starting-level" wages minimized perceptual difficulties regarding entry- vs. starting-level positions. The on-site visits also provided valuable information regarding hiring practices, desired employee characteristics, and how employers became aware of JTPA.

**ON-SITE INTERVIEWS
(104)**

Question 1.

Complete all questions on mailed Survey Form.

Twenty (20) of the 104 organizations receiving an on-site visit either did not submit a Survey Form or were unable to submit a written Survey Form (due to corporate policy, etc.). However, without exception, on-site interviewers were well received.

Question 2.

What is your starting-level wage(s)?

Form A: Finance/Industry/Legal/Real Estate/Professional Service

<u>Average Starting Wage</u>	<u>Range</u>	<u>Median*</u>
\$3.44	\$3.35 - 3.80	\$3.35
Responses: 7		*(50% above and 50% below)
No Response: 0		

Form B: Health Care and Allied Fields

<u>Average Starting Wage</u>	<u>Range</u>	<u>Median</u>
\$3.96	\$3.35 - 4.60	\$3.85
Responses: 12		
No Response: 2		

Form C: Industry (Crafts and Trades)

<u>Average Starting Wage</u>	<u>Range</u>	<u>Median</u>
\$5.70	#3.35 - 11.53	\$5.03
Responses: 41		
No Response: 2		

Form D: Government Service

<u>Average Starting Wage</u>	<u>Range</u>	<u>Median</u>
\$4.33	\$3.35 - 6.58	\$4.04

Responses: 14
No Response: 0

Form E: Retail/Market/Distribution Services

<u>Average Starting Wage</u>	<u>Range</u>	<u>Median</u>
3.92	\$2.95 - 10.00	\$3.35

Responses: 30
No Response: 0

It is to be noted in all five (5) occupational categories:

1. Employer's perceptions of "entry-level" wages and "starting-level" wages often vary.
2. Some of these variations were attributed to a) previous training
b) previous experience, and c) work references.
3. Entry-level wages may vary up to \$2.00/hour based upon these and other factors.

Question 3.

What are your entry-level positions?

The survey team did not uncover any difference between entry-level positions stated in the on-site interviews and those identified on the mailed questionnaires. This finding applied in all occupational categories.

Question 4.

What kinds of training does your organization provide?

Informal training	85
Formal training	10
Apprenticeship programs	2
"Buddy System"	1
Very limited training	2
No training	4
Total . . .	104

Question 5.

Would you prefer an employee with or without previous experience?

With previous experience	68
Without previous experience	5
Either will be considered	31
Total	<u>104</u>

Question 6.

How heavily does education weigh in your decision to hire?

G.E.D. or high school diploma necessary	21
Technical training necessary	8
High school graduate preferred	22
Previous experience more important	5
Depends on position	6
Formal education not important	42
Total	<u>104</u>

Question 7.

What are your usual hiring practices?

Direct application and interview	66
Interview only	10
Tennessee Department of Employment Security (Job Service) only	13
Employment agencies	2
Industrial Training Center	1
Industrial Brotherhood of Electrical Workers (I.B.E.W.)	1
Use Job Service and accept direct application	11
Total	<u>104</u>

Question 8.

What is your business status at the present time?

Growing	49
Steady	46
Decline	7
No Response	2
Total	<u>104</u>

Question 9.

What qualities influence you the most during an interview?

Appearance	26
Ability to communicate	25
Personality	22

Job knowledge	21
Past work record	21
Desire to work	16
Attitude	15
Honesty	15
Neatness	13
Credentials	8
Ability to work with others	6
Attendance record	6
Neat and complete application	5
Ability to work shift work	3
Enthusiasm	3
Knowledge of organization	3
Moral character	3
Self confidence	3
Good health	1

Question 10.

Are you familiar with JTPA?

Yes	66
Yes, but not in detail	15
No	20
No response	3

How did you become aware of JTPA?

C.E.T.A.	1
Contacted by JTPA staff	13
Family	1
Job Service	3
Kentucky Job Corps	1
Literature	5
Local Chambers of Commerce	1
Local elected officials	1
Newspaper	2
Presently participating in JTPA programs	9
Private Industry Council members	3
Summer Youth Program	5
Television	1
Through other JTPA participants	2
Tri-Cities State Technical Institute	3

Number of organizations contacted by Survey team that indicated an interest in further contact by JTPA staff members 40

DATA ANALYSIS

In reviewing the findings of the survey, various groupings or trends in responses raised certain questions. Three areas of concern emerged:

1. Does the county the business is located in influence its response to certain JTPA related questions in the survey?
2. Does the type of business set a pattern regarding responses to certain JTPA related questions?
3. Does the number of employees a company has make a significant difference in the way companies responded to certain JTPA related questions?

The three items - the county the businesses is located in, the type of business, and the number of employees - have been noted by planners and economic analysts as offering meaningful differences which may assist in identifying levels of interest and participation in JTPA programs. Therefore, a Chi-Square statistical procedure was utilized as appropriate due to the nature and level of the data. The analysis presented on the following pages is non-technical and does not require an understanding of this statistical procedure. The tables accompanying the findings contain a brief explanation of how to "read" the numbers contained in the tables. This explanation directly follows the first table in each grouping.

THE SIGNIFICANCE OF LOCATION

Discussions with state and local planning officials indicated that the location of various businesses might identify certain trends in their responses to JTPA related questions. In order to present an analysis of this and other questions, the responses were placed in a grid or cross-tabulated format. This enables the reader to view all the responses and their relative percentages.

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Five (5) comparisons were made regarding the influence the location of a business might have regarding its responses to the survey questions. The five items were: (1) type of business, (2) hiring practices regarding non-high school graduates, (3) interest in JTPA programs, (4) businesses experiencing any layoffs in the past 12 months, and (5) number of employees working for the company.

In the first table, the type of business (financial, health care, industry, governmental, or retail) was analyzed regarding any influence the county in which it was located had on the types of businesses locating in a specific county. This analysis indicated that the types of companies are proportionally representative throughout SDA-1. It should be noted that this does not mean that all types of businesses are exactly the same proportion for each county. The analysis indicates that the proportional differences are not statistically different from the overall five county proportion. Stated another way, the differences in the survey are not sufficiently large enough to indicate a preponderance of one type of business is proportionally over or under represented throughout the five counties of SDA-1.

In reviewing potential differences in hiring practices by county, there were no significant differences. Each county was fairly consistent and had approximately two-thirds of the companies indicating that they would hire non-high school graduates. The proportional differences for Johnson County and, to a lesser degree, Unicoi County are primarily the result of the low number of companies located in these counties and, thus, a low number of companies surveyed. A change of one case or even the addition of a new case could change the percentages substantially. This potential is controlled through the Chi-Square statistical procedure utilized in this analysis.

There were no statistical differences regarding whether a company was interested in JTPA information and in which county it was located. More than half (58%) of all the companies, almost consistently by county, indicated that they were interested in receiving more information about JTPA.

The location of a business had no meaningful influence on whether the company had experienced layoffs in the past twelve months. Over two-thirds (69%) of the firms indicated that they had not had any layoffs in the past twelve months. This indicated a strengthening of the economy throughout the five county area.

The numbers of employees a company had did not have any statistical significance regarding its location within the five county region. There was a fairly consistent percentage of firms distributed on a proportional basis throughout SDA-1. It is important to note that only a small number of companies(nine) are in the 350 to 499 range and that almost three-fourths (71%) of all businesses surveyed had less than 100 employees. This information is consistent with data provided by the Tennessee Department of Employment Security on a statewide basis.

TITLE: Type of Employer by County Location

		COUNTY					ROW TOTAL
	COUNT COL PCT	1 CARTER COUNTY	2 JOHNSON COUNTY	3 SULLIVAN COUNTY	4 UNICOI COUNTY	5 WASHINGTON COUNTY	
FORM		1	2	3	4	5	
FINANCE	1	8	1	13	6	10	38
		16.0	10.0	11.5	25.0	10.8	13.1
HEALTH CARE	2	7	2	7	3	9	28
		14.0	20.0	6.2	12.5	9.7	9.7
INDUSTRY	3	15	3	35	5	36	94
		30.0	30.0	31.0	20.8	38.7	32.4
GOVERNMENT SERVICE	4	3	2	7	2	3	17
		6.0	20.0	6.2	8.3	3.2	5.9
RETAIL	5	17	2	51	8	35	113
		34.0	20.0	45.1	33.3	37.6	39.0
COLUMN TOTAL		50	10	113	24	93	290
		17.2	3.4	39.0	8.3	32.1	100.0

In reviewing this and similar tables throughout this section, a brief explanation of the format is necessary. In the box or cell identified as Carter County and Finance (the box in the upper left hand corner), the numbers "8" and "16.0" appear. The top number - "8"- is the actual number of financial employers surveyed in Carter County. The bottom number -"16.0"- is the percentage that this number is of the total businesses surveyed in Carter County (8/50). The total number of businesses surveyed for each county is listed at the bottom of the table. For Carter County these numbers "50" and "17.2". The "50" is the total number of employers surveyed in Carter County. The "17.2" is the percentage of those businesses surveyed which are located in Carter County compared to all of the businesses surveyed (50/290). The numbers directly outside and to the right of the table represent similar comparisons, but reflect the type of business. The numbers on the "Finance" row to the far right are "38" and "13.1." The "38" represents the total number of all the financial businesses surveyed throughout the five counties. The "13.1" is the percentage of financial institutions surveyed compared to all of the businesses surveyed. (38/290).

TITLE: Companies Hiring Non-High School Graduates

	COUNT COL PCT	COUNTY					ROW TOTAL	
		I CARTER COUNTY	C JOHNSON COUNTY	2 SULLIVAN COUNTY	3 UNICOI COUNTY	4 C WASH CN CCNT		5 INST COUNT
NCNHS		1	1	2	3	4	5	
	0	21	2	32	10	25		90
NO		43.8	20.0	28.8	43.5	27.5		31.8
	1	27	8	79	13	66		193
YES		56.3	80.0	71.2	56.5	72.5		68.2
	COLUMN TOTAL	48 17.0	10 3.5	111 39.2	23 8.1	91 32.2		283 100.0

TITLE: Companies Interested in JTPA Information by Employer
County Location

	COUNT COL PCT	COUNTY					ROW TOTAL
		CARTER COUNTY	JOHNSON COUNTY	SULLIVAN COUNTY	UNICOI COUNTY	WASHINGTON COUNTY	
JTPAINT		1	1	2	3	4	5
NO	0	19 43.2	2 22.2	35 38.9	9 47.4	39 48.4	104 42.3
YES	1	25 56.8	7 77.8	55 61.1	10 52.6	45 53.6	142 57.7
	COLUMN TOTAL	44 17.9	9 3.7	90 36.6	19 7.7	84 34.1	246 100.0

TITLE: Companies Experiencing Layoffs in the Past Twelve (12)
Months by Employer County Location

	COUNT COL PCT	COUNTY					ROW TOTAL
		CARTER COUNTY	JOHNSON COUNTY	SULLIVAN COUNTY	UNICOI COUNTY	WASHINGTON COUNTY	
LDOFF12		1	1	2	3	4	5
NO	0	34 70.8	6 60.0	74 66.7	21 87.5	62 66.7	197 68.9
YES	1	14 29.2	4 40.0	37 33.3	3 12.5	31 33.3	89 31.1
	COLUMN TOTAL	48 16.8	10 3.5	111 38.8	24 8.4	93 32.5	286 100.0

TITLE: Number of Company Employees by Employer County Location

FTEMPLOY	COUNT COL PCT	COUNTY					C WASHINGTON COUNT	ROW TOTAL
		1 CARTER COUNTY	2 JOHNSON COUNTY	3 SULLIVAN COUNTY	4 UNICOI COUNTY	5 WASHINGTON COUNTY		
1 TO 99	1	37 74.0	6 60.0	71 62.8	20 83.3	72 77.4	1	206 71.0
100 TO 199	2	6 12.0		17 15.0	2 8.3	5 5.4	1	30 10.3
200 TO 349	3	4 8.0	2 20.0	10 8.8		8 8.6	1	24 8.3
350 TO 499	4			5 4.4	1 4.2	3 3.2	1	9 3.1
500 PLUS	5	3 6.0	2 20.0	10 8.8	1 4.2	5 5.4	1	21 7.2
COLUMN TOTAL		50 17.2	10 3.4	113 39.0	24 8.3	93 32.1		290 100.0

THE SIGNIFICANCE OF THE TYPE OF BUSINESS

References have been made that the type of business will respond differently regarding questions related to the JTPA program. Does the type of business (financial, health care, industry, government, and retail) provide insight into why certain companies respond to various survey questions? Five (5) comparisons were made regarding whether the type of business influenced the following: (1) hiring practices regarding non-high school graduates (2) interest in JTPA programs (3) layoffs in the past twelve months (4) having a youth employment program, and (5) the number of employees working for the company.

In the first table, a great difference existed between the type of business and whether it hires non-high school graduates. This indicated that industry, governmental service, and retail by approximately 4 out of 5 hire

non-high school graduates. Health care is evenly split (with the split being doctor's offices and smaller medical centers answering "no" and hospitals and nursing homes answering "yes") and finance almost the reverse of industry with only one-fifth indicating that they hire non-high school graduates.

There was also a statistical difference between the type of business and its interest in JTPA information. Financial institutions, health care facilities, industries, and retail facilities were approximately evenly divided regarding whether they wanted information about JTPA programs. Governmental service by an overwhelming amount (87%) indicated a desire to obtain information regarding JTPA programs. This corresponds with other information (not shown) which identifies governmental services as very low participants in JTPA programs.

In another comparison, there was a very highly significant difference between the type of business and which businesses had layoffs in the past twelve months. Industry at over fifty percent (54%) and, to a lesser degree, retail services at over one-fifth (22%) were the businesses experiencing most of the layoffs.

The difference between the types of businesses and whether they had a youth employment program was very highly significant. In this case, finance, health care, industry, and retail responded by approximately 4 out of 5 that they did not have a youth employment program, while governmental service was almost the reverse with more than two-thirds (71%) indicating they had youth employment programs. There was a very highly significant difference between the type of business and the number of employees. Finance, retail, and somewhat lesser, health care did not have businesses with more than 350 employees. There were almost three-fourths of the businesses having less than 100 employees and very few (9) in the 350 to 499 category.

TITLE: Hire Non-high School Graduates by Type of Business

		FCPM					ROW TOTAL
COUNT		FINANCE	HEALTH CARE	INDUSTRY	GOVERNMENT SERVICE	RETAIL	
COL	PCT	11	21	31	41	51	
NONHS NO	0	31 81.6	14 53.8	14 15.2	1 5.9	30 27.3	90 31.8
	1	7 18.4	12 46.2	78 84.8	16 94.1	80 72.7	193 68.2
C COLUMN TOTAL		38 13.4	26 9.2	92 32.5	17 6.0	110 38.9	283 100.0

Note: In the box or cell identified as "no" and "Finance" (the box in the upper left hand corner) the numbers "31" and "81.6" appear. The top number - "31"- is the actual number of financial firms surveyed which answered "no." The bottom number - "81.6"- is the percentage that this number represents of all the finance businesses surveyed (31/38). The total number of types of businesses surveyed is listed at the bottom of the table. For finance, there are two numbers directly below the table. These are "38" and "13.4." The "38" is the total number of businesses classified as financial institutions. The "13.4" is the percentage of those businesses surveyed which were classified as financial compared to all of the businesses surveyed (34/283). The numbers directly outside and to the right of the table represent similar comparisons, but reflect the "yes/no" responses. The numbers on the "no" row to the far right are "90" and "31.8." The "90" represents the total number of all the businesses which responded "no." The "31.8" is the percentage of all the businesses surveyed which responded "no" (90/283).

TITLE: Interest in Obtaining JTPA Information by Type of Business

	COUNT COL PCT	FORM					ROW TOTAL
		FINANCE	HEALTH CARE	INDUSTRY	GOVERNMENT SERVICE	RETAIL	
JTPA INT							
NO	0	18 52.9	14 58.3	33 42.9	2 13.3	37 38.5	104 42.3
YES	1	16 47.1	10 41.7	44 57.1	13 86.7	59 61.5	142 57.7
COLUMN TOTAL		34 13.8	24 9.8	77 31.3	15 6.1	96 39.0	246 100.0

TITLE: Companies Experiencing Layoffs in the Past Twelve
(12) Months by Type of Business

	COUNT COL PCT	FORM					ROW TOTAL
		FINANCE	HEALTH CARE	INDUSTRY	GOVERNMENT SERVICE	RETAIL	
LDOFF12							
NO	0	32 84.2	22 78.6	43 46.2	14 82.4	86 78.2	197 68.9
YES	1	6 15.8	6 21.4	50 53.8	3 17.6	24 21.8	89 31.1
COLUMN TOTAL		38 13.3	28 9.8	93 32.5	17 5.9	110 38.5	286 100.0

TITLE: Businesses Having Youth Employment Programs by the
Type of Business

	COUNT COL PCT	I	FINANCE	I	HEALTH CARE	I	C INDUSTRY	I	GOVERNMENT SERVICE	I	RETAIL	I	ROW TOTAL
YOUTH			11		21		31		41		51		
NO	0	I	29	I	24	I	75	I	5	I	83	I	216
		I	76.3	I	85.7	I	80.6	I	29.4	I	75.5	I	75.5
YES	1	I	9	I	4	I	18	I	12	I	27	I	70
		I	23.7	I	14.3	I	19.4	I	70.6	I	24.5	I	24.5
COLUMN TOTAL			38		28		93		17		110		286
			13.3		9.8		32.5		5.9		38.5		100.0

TITLE: Number of Employees by the Type of Business

	COUNT COL PCT	I	FINANCE	I	HEALTH CARE	I	C INDUSTRY	I	GOVERNMENT SERVICE	I	RETAIL	I	ROW TOTAL
FTEmploy			11		21		31		41		51		
1 TO 99	1	I	36	I	20	I	52	I	5	I	93	I	206
		I	94.7	I	71.4	I	55.3	I	29.4	I	82.3	I	71.0
100 TO 199	2	I	1	I	3	I	12	I	3	I	11	I	30
		I	2.6	I	10.7	I	12.8	I	17.6	I	9.7	I	10.3
200 TO 349	3	I		I	1	I	14	I	2	I	7	I	24
		I		I	3.6	I	14.9	I	11.8	I	6.2	I	8.3
350 TO 499	4	I	1	I		I	5	I	2	I	1	I	9
		I	2.6	I		I	5.3	I	11.8	I	.9	I	3.1
500 PLUS	5	I		I	4	I	11	I	5	I	1	I	21
		I		I	14.3	I	11.7	I	29.4	I	.9	I	7.2
COLUMN TOTAL			38		28		94		17		113		290
			13.1		9.7		32.4		5.9		39.0		100.0

THE SIGNIFICANCE OF NUMBER OF EMPLOYEES

It has been noted by economic analysts that the size of a company as indicated by the number of employees is a determining factor in the interest and the participation in JTPA programs. Five comparisons were made to

determine the following: (1) How size influences hiring non-high school graduates? (2) How size impacts a company's interest in JTPA programs? (3) Does size relate to a company having a youth employment program? (4) How size influences participation in JTPA programs? (5) How does the size of a company in terms of the number of employees influence potential expansion?

There is a significant statistical difference regarding the hiring of non-high school graduates based upon the size of the company. Approximately three-fifths (59%) of the firms with less than one hundred employees indicated they do hire non-high school graduates. The companies with more than 100 employees range from well over four-fifths (86%) to one hundred percent of those surveyed who indicated that they do hire non-high school graduates.

There is no significant difference between the size of a company and its interest in obtaining JTPA information. Approximately three-fifths (58%) of the firms from all sizes indicated an interest in obtaining information regarding JTPA programs. Smaller companies with less than 100 employees were closer to being divided in their interest in JTPA programs.

The size of a firm was not statistically meaningful in identifying any differences between the size of a company and the company having a youth employment program. Companies with less than 350 employees indicated by a three-fourths rate (75%) that they did not have any youth employment programs.

It was highly statistically significant that the size of the company in terms of the number of employees influenced whether the company participated in JTPA programs. Companies of less than one hundred employees overwhelmingly (95%) indicated that they did not participate in any JTPA programs. This decreased to the three quarters range for the 100 to 199 employees and the 350 to 499 employee groups and was approximately evenly divided in the 200 to 399 and 500 and larger employee groups.

TITLE: Hire Non-high School Graduates by Number of Employees
in a Business

Note: In the box or cell identified as "no" and "1 to 99" (the box in the upper left hand corner) the numbers "82" and "41.2" appear. The top number -"82"- is the actual number of companies with less than one hundred employees who responded "no" to hiring non-high school graduates. The bottom number -"41.2"- is the percentage that this number represents of all the businesses with less than one hundred employees (82/199). The total number of businesses with less than one-hundred employees surveyed is listed at the bottom of the table. For companies having less than one hundred employees there are two numbers directly below the table. These are "199" and "70.3." The "199" is the actual number of businesses which were surveyed and had less than one hundred employees. The "70.3" is the percentage of those businesses surveyed classified as less than one hundred employees compared to the total number of all businesses (199/283). The numbers directly outside and to the right of the table represent similar comparisons, but reflect the "yes/no" totals. The numbers on the "no" row to the far right are "90" and "31.8." The "90" represents the total number

of all businesses which responded "no" to hiring non-high school graduates. The "31.8" is the percentage of all businesses surveyed which responded "no" (90/283).

TITLE: Interest in Obtaining JTPA Information by Number
of Employees in a Business

	COUNT COL PCT	I	11	TO 99	100 TO	200 TO	350 TO	500 PLUS	ROW TOTAL					
		I		11	199	21	349	31	499	41	51			
JTPA INT														
	0	I		81	I	7	I	8	I	2	I	6	I	104
NO		I		46.3	I	28.0	I	34.8	I	28.6	I	37.5	I	42.3
	1	I		94	I	18	I	15	I	5	I	10	I	142
YES		I		53.7	I	72.0	I	65.2	I	71.4	I	62.5	I	57.7
COLUMN TOTAL				175		25		23		7		16		246
				71.1		10.2		9.3		2.8		6.5		100.0

TITLE: Businesses Having Youth Employment Programs by Number
of Employees in a Business

	COUNT	COL	PCT	1	11	TO 99	100 TO	200 TO	350 TO	500 PLUS	ROW
				1			199	349	499		TOTAL
YOUTH				1			21	31	41	51	
NO	0	1		160	1	22	17	5	12		216
		1		79.2	1	73.3	70.8	55.6	57.1		75.5
YES	1	1		42	1	8	7	4	9		70
		1		20.8	1	26.7	29.2	44.4	42.9		24.5
COLUMN				202		30	24	9	21		286
TOTAL				70.6		10.5	8.4	3.1	7.3		100.0

TITLE: Companies Participating in JTPA Programs by Number
of Employees in a Business

		CCUNT						ROW
		COL PCT	11 TO 99	100 TO 199	200 TO 349	350 TO 499	500 PLUS	TOTAL
			11	21	31	41	51	
JTPAPRC								
NO	0		190	21	13	7	10	241
			95.0	72.4	54.2	77.8	47.6	85.2
YES	1		10	8	11	2	11	42
			5.0	27.6	45.8	22.2	52.4	14.8
COLUMN TOTAL			200	29	24	9	21	283
			70.7	10.2	8.5	3.2	7.4	100.0

TITLE: Companies Anticipating Expansion by Number of Employees
in a Business

		COUNT						ROW
		COL PCT	11 TO 99	100 TO 199	200 TO 349	350 TO 499	500 PLUS	TOTAL
			11	21	31	41	51	
EXPAN								
YES	1		36	6	6	1	2	51
			18.8	20.7	25.0	11.1	9.5	18.5
NO	2		156	23	18	8	18	223
			81.3	79.3	75.0	88.9	85.7	81.1
POSSIBLE	3						1	1
							4.8	.4
COLUMN TOTAL			192	29	24	9	21	275
			69.8	10.5	8.7	3.3	7.6	100.0

SUMMARY

Primary Survey Objectives

The primary objectives of this survey address six components. These are:

1. Survey both service oriented and manufacturing employers.

The master survey list of SDA-1 businesses and industries included: (1) all of the major employers in SDA-1; (2) representation of all the major occupational areas through a stratified random sampling process; and (3) companies of less than 100 employees were statistically represented by occupational areas and distributed proportionately by county through a stratified sampling procedure. As detailed in the "Survey Components and Implementation" section, these requirements were obtained by indepth researching of all available data regarding employers within SDA-1 and a stratified random sampling procedure.

2. Identify a minimum of fifteen (15) entry-level occupations which employers have had the most difficulty filling.

The most "difficult-to-fill" following positions are listed in descending order beginning with the most frequently stated positions.

1. Sales personnel.	19
2. Mechanical technicians	12
3. Secretaries with shorthand/word processing skills.	11
4. Machine operators	9
5. Cooks	7
6. Printing press operators	7
7. Electricians	6
8. Welders	6
9. Electronic technicians	5
10. General industrial maintenance	3
11. Billing clerks	4
12. Computer related positions	4
13. Industrial sales personnel	4
14. Geriatric nursing aides	3

15.	Waitresses	3
16.	Medical transcriptionists	2
17.	Trained firepersons	1
18.	Typesetters	1

3 a. Identify ten (10) occupations requiring no more than twelve (12) months of training.

The occupational categories requiring no more than twelve (12) months of training are listed in descending order of occurrence.

1. Salespersons
2. Machine operators
3. Cooks/Kitchen help
4. Welders
5. General industrial maintenance
6. Billing clerks
7. Industrial salespersons
8. Geriatric nursing aides
9. Waitresses
10. Body shop repair persons

3 b. Identify the (10) occupations requiring no more than twenty-four (24) months training.

The occupational categories requiring twelve (12) to twenty-four (24) months training are listed in descending order of occurrence.

1. Mechanical technicians
2. Secretaries with shorthand/word processing skills
3. Printing press operators
4. Electricians
5. Electronic technicians
6. Computer related positions

7. Medical transcriptionists
 8. Trained firepersons
 9. Typesetters
 10. Instrumentation technicians
-
4. Obtain five (5) and ten (10) year employment projections, including new service and/or manufacturing industries, and the expansion or diversification of existing service and/or manufacturing industries.

The survey determined that at least forty-nine (49) responding businesses and industries are planning expansion in the "foreseeable future," but due to the inability of most organizations to project five (5) to ten (10) years in the future, this information was not provided from the mailed Survey.

5. Identify current and potential employment opportunities for the economically disadvantaged, handicapped, older aged, ex-offender, welfare recipient and youth.

The Survey revealed that 262 SDA-1 employers reported that they would hire those aged 55 and older. Two-hundred sixty-three (263) SDA-1 employers stated they would hire handicapped employees provided that the applicant met minimum job requirements. One-hundred sixty-four (164) SDA-1 employers said they would hire ex-offenders, while another 22 stated that they would hire an ex-offender dependent upon the crime of which he/she was convicted. Seventy (70) employers in SDA-1 currently have youth employment programs, and an additional 108 indicated an interest in the JTPA Summer youth program. This information is provided by company in the "Survey Findings" section of this report.

6. Identify potential businesses and industries to be contacted regarding participation in the OJT and TJTC programs offered through JTPA.

One-hundred and forty-two (142) SDA-1 businesses reported a desire to be contacted concerning further JTPA information. This information is provided by company in the "Survey Findings" section of this report.

Survey Conclusions

In addition to addressing the primary objectives of the survey in the section entitled "SDA-1 Survey Objectives", a number of related conclusions can be made regarding employment practices, the economic climate, and the overall employer relationship with JTPA programs. These conclusions are:

1. The mailed survey was unable to obtain sufficient five (5) and ten (10) year employment projections for SDA-1 for planning purposes. Follow-up on-site and telephone contacts provided some additional information. However, the great majority of businesses were unable to project their needs that far into the future.
2. The Survey identified 142 organizations that have indicated an interest in receiving further information about JTPA programs. By occupational category, governmental services recorded both the lowest participation in JTPA, and also the highest interest in receiving additional information about JTPA programs.
3. Organizational size has a definite bearing on JTPA participation. Almost all employers of 100 employees or less do not participate in any JTPA programs. Overall, eight-five percent (85%) of those surveyed do not participate in any JTPA programs.
4. There are definite differences between business categories and their involvement in youth programs. Four (4) out of five (5) organizations in all categories, except governmental service, indicated they do not have youth program. Governmental service groups, by over a two-thirds margin (71%), have youth programs.
5. Over 4 out of 5 (85%) of those surveyed indicated that entry-level and/or on-the-job training was provided. Follow-up on-site interviews indicated, by nearly the same amount (82%), that some form of training is provided. However, the on-site visits revealed that this process was not structured and was very informal.
6. Almost 50% of the organizations interviewed on-site indicated that their firms are projecting growth, whereas responses from the mailed surveys had only 15% of the organizations anticipating significant growth or expansion in the foreseeable future. One possible explanation for this discrepancy might be the desire to over project a positive company image during the personal interviews.
7. Business locations by county set no statistically significant pattern regarding participation in JTPA programs. Participation was proportionally uniform throughout SDA-1.
8. A significant difference existed between the occupational categories and the extent to which non-high school graduates were likely to be hired. Industry, governmental service, and retail occupational categories indicated by over an 80% margin that they hire non-high school graduates. Health care was evenly split, whereas finance had only 1 in

5 firms hiring non-high school graduates.

9. Organizational size has a significant influence on the hiring practices of non-high school graduates. Three (3) out of five (5) firms with less than 100 employees hire non-high school graduates. Firms with more than 100 employees, by well over four (4) out of five (5), indicated that they do not currently hire non-high school graduates.
10. Overall SDA-1 results reveal that high school graduates have better than a two (2) to one (1) placement rate in filling available positions compared to non-high school graduates. Even when accounting for comparable skill levels, the high school graduate will usually be chosen over the non-high school graduate, especially in larger firms.
11. There was a significant difference by business categories regarding layoffs. Industry has borne the brunt of layoffs and has accounted for the majority of layoffs during the past twelve (12) month period.
12. Comprehensive starting-wage rates were obtained from on-site visits. The median starting wage presented in the "On-site Interview" section provides additional insight into the actual wages a JTPA participant most likely will receive from employers.
13. On-site contacts identified nineteen (19) qualities which most influenced their decision to hire during a job interview. When ranked, eight (8) of the top nine (9) qualities can be directly or indirectly addressed through an employability skills program. These include appearance, ability to communicate, personality, job knowledge, desire to work, attitude, honesty and neatness.
14. The fifteen (15) difficult positions to fill presented in Part II of this report identify those positions that can be filled with no training or a short term intensive training program.
15. The listing of anticipated position openings within the next twenty-four (24) months presented in Part II of this report provides information for planning the placement of JTPA participants through direct placement, individual referrals, or short term intensive training programs.

Survey Recommendations

1. Based on the data from the mailed surveys and the on-site visits, it is recommended that a review of the average starting wage goal of \$4.91 in SDA-1 be implemented to better reflect current median wage scales presented in the "On-site" section of this report.
2. The survey indicated that many of the employers in SDA-1 do not utilize the Tennessee Department of Employment Security - Job Service, as a primary source in filling job openings. Therefore, it is recommended that alternative sources be developed or identified to obtain job listings from those employers not utilizing the Tennessee Department of Employment Security.
3. It is recommended that formal training and/or counseling services provided to JTPA participants incorporate those qualities employers consider important in selecting an applicant for a job. Eight (8) of the top nine (9) items can be either directly or indirectly addressed through counseling and/or formal training programs. These items are:

(A) Appearance	(E) Desire to work
(B) Ability to communicate	(F) Attitude
(C) Personality	(G) Honesty
(D) Job knowledge	(H) Neatness
4. Only slightly more than one (1) out of seven (7), 15% of the employers surveyed, participated in JTPA programs in SDA-1. It is recommended that additional resources be allocated for employer information and awareness programs. Just under 50% of the firms surveyed indicated they would be interested in receiving information regarding JTPA programs. This listing, plus the employers included on the master mailing list can serve as an initial target group to contact regarding JTPA programs.
5. The analysis of survey data provided several crosstabulations which are useful in identifying potential employers for targeted populations. It is recommended that the listing of employers who have hired personnel in the past 24 months, and also have indicated they do hire persons from these targeted populations, be contacted. This initial listing of potential employers can be expanded at a later date to include all employers indicating they hire these targeted populations. It is recognized that a realistic identification of potential "targeted population" employers is difficult to obtain. Due to federal and state legislation, employers are understandably sensitive in their hiring practices. Therefore, cultivation beyond a passive mailing contact and possible telephone contact is required for effective results. It is recommended that additional resource allocations be considered to support efforts in demonstrating how these targeted population individuals can be added to an employer's work force.
6. It is recommended that the fifteen (15) difficult positions which

require less than two years of training listed in Part II be reviewed for possible placement of participants. Placement can be accomplished through various means including individual classroom referrals or intensive short-term training programs.

7. The anticipated job openings identified in Part II can be utilized for planning potential short-term individual referrals and short term intensive training programs. The job openings have been categorized into those requiring no formal training, less than 12 months of intensive short term training and those requiring from 12 to 24 months of training. It is recommended that the job openings be reviewed regarding the training and financial resources necessary. This review should evaluate position openings, training required, and related costs involved.

ATTACHMENTS



TRI-CITIES STATE TECHNICAL INSTITUTE

P.O. BOX 246 • BLOUNTVILLE, TENNESSEE 37617 • TELEPHONES
615-323-3191
615-323-0600

August 22, 1984

Dear Employer:

We are pleased to have this to tell you about a very important survey that you will be receiving by mail in the next few weeks. This occupational survey of employment and training needs will be conducted by Tri-Cities State Technical Institute for the First Tennessee Development District and the Private Industry Council for the following five (5) counties: Carter, Johnson, Sullivan, Unicoi, and Washington.

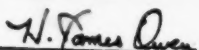
The information that you will be asked to provide in this survey can benefit you as an employer, by identifying your present and future employment training needs. Data from your company will not be identified and will be used in the aggregate only.

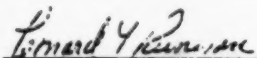
Other objectives in this survey are to uncover a select number of your occupations most difficult to fill. We hope to identify those occupations which are most appropriate for potential Job Training Partnership Act (JTPA) programs and other "targeted population" programs which may directly benefit your company. This brief survey will be self-explanatory and take only a few minutes of your time.

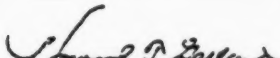
To further emphasize the importance of this project you will be interested to know that your local Chamber of Commerce, local elected officials, and members of the area Industrial Councils will be assisting us in this survey.

Please take just a moment to complete the enclosed postage paid reply card so we may be sure your survey form is properly mailed. Copies of the completed report will be made available upon request. We sincerely thank you in advance for assisting in this very important project.

Sincerely,


H. James Owen,
President
Tri-Cities State
Technical Institute


Leonard L. Runyan,
President
Columbus Electric Mfg. Co.
Chairman, Private Industry
Council


Howard T. Garland,
Executive, Unicoi
County
Chairman, Consortium
of Local Elected
Officials

Enclosure

EXHIBIT 1 - ANNOUNCEMENT LETTER

Mr. Daniel J. Griffin
Survey Coordinator
c/o Tri-Cities State Technical Institute
P.O. Box 246
Blountville, TN 37617

TO: Mr. Dan Griffin
Survey Coordinator

(Date)

Your employment and training survey should be mailed to the individual listed below at the address shown. (Please print or type)

TOTAL present employment
(Including those who may be on temporary layoff.)

(Name)

(Title)

(Company)

(Full Address) - (Location)

(City)

(County)

(State)

(Zip)

EXHIBIT 2 - POSTPAID REPLY CARD



TRI-CITIES STATE TECHNICAL INSTITUTE

P.O. BOX 246 • BLOUNTVILLE, TENNESSEE 37617 • TELEPHONES
44-284-2700
44-284-2701

September 21, 1984

Dear Employer:

Recently, you or your organization received a letter informing you of a vital survey being conducted by Tri-Cities State Technical Institute for the First Tennessee Development District, the Private Industry Council, the consortium of local elected officials, the Chambers of Commerce, and the Job Training Partnership Act (JTPA) staff in Carter, Johnson, Sullivan, Unicoi and Washington Counties. This survey is designed to identify your organization's present and future training needs and will prove beneficial to you as an employer and the First Tennessee Development District for area planning purposes.

Some of the objectives in this survey are to: (1) Identify a select number of your occupations which are most difficult to fill; (2) identify those occupations which are most appropriate for potential JTPA programs; and, (3) identify other "targeted population" programs which may directly benefit your organization.

Naturally, the summary results of this survey will be available to you upon request. Data from your organization will not be identified individually and will be used in the aggregate only.

Please take a few moments to answer this survey and return it to us on or before October 10, 1984 in the enclosed postage paid envelope. If you have any questions about your survey, please contact Daniel J. Griffin, Tri-Cities State Technical Institute, 323-3191 or 282-0800, Ext. 320 and we will be more than glad to assist you.

Your assistance and cooperation in this effort are greatly appreciated.

Sincerely,

A handwritten signature in cursive script that reads "Daniel J. Griffin".

Daniel J. Griffin
Survey Coordinator

J.T.P.A. SURVEY
ON-SITE INTERVIEW

Person contacted

Name of organization

Address

State

Zip

- (1) Complete all questions on Survey.
- (2) What is your starting-level wage(s)?
- (3) What are your entry-level positions?
- (4) What kinds of training does your organization provide?
- (5) Would you prefer an employee with or without previous experience?
- (6) How heavily does education weigh in your decision to hire?
- (7) What are your usual hiring practices? (Policies/procedures)
- (8) What is your business status at the present time?
(Growth - decline - steady)

J.T.P.A. SURVEY
ON-SITE INTERVIEW (Cont'd)

- (9) What qualities influence you the most during an interview?
- (10) Are you familiar with J.T.P.A.? If yes - how did you become aware?
If no - would you be interested in more information?

EXHIBIT # 4 - ON-SITE INTERVIEW FORM

BEST COPY AVAILABLE

FIRST TENNESSEE DEVELOPMENT DISTRICT SURVEY Service Delivery Area - 1

Please provide the following information: (Please print or type)

_____ Date _____

_____ Company Name _____

_____ Company Address _____

_____ City _____

_____ County _____

_____ State _____

_____ Zip _____

(Optional): _____

_____ Name of person completing form and telephone number _____

PART I - Job Training Partnership (JTPA) and General Information for Carter, Johnson, Sullivan, Unicoi, and Washington Counties.

1. Number of your business locations in these five (5) counties

2. Total full-time employment at all locations within these five (5) counties including employees on partial/temporary layoff _____
3. Total number of new employees you have hired in the last twenty-four (24) months _____ Number exempt _____
Number non-exempt _____ Number hourly _____
4. Please indicate the number of **entry-level** positions filled at all job grade levels from question 3 in the last twenty-four (24 months):
Number exempt _____ Number non-exempt _____
Number hourly _____
5. Do you hire part-time employees? (Please check) Yes _____ No _____
6. Do you have a youth employment program? (Please check) Yes _____
No _____ If yes: A. Number hired in 1984 _____
B. Minimum age limit _____
C. Check appropriate blank: Summer Only _____ All Seasons _____

7. If **no** to question 6, would you be interested in hiring youths ages 16 to 21 during the summer months? Yes _____ No _____
8. Do you hire non-high school graduates? Yes _____ No _____
If **yes** A. Number hired in 1984 _____ B. Number with previous work experience _____ C. Number without work experience _____
9. Do you hire high school graduates? Yes _____ No _____
If **yes** A. Number hired in 1984 _____ B. Number with previous work experience _____ C. Number without work experience _____
10. Do you have a formalized apprenticeship training program? Yes _____ No _____
If **yes** Number of employees currently enrolled _____
11. Do you provide any entry-level training or on-the-job training opportunities for your employees? Yes _____ No _____
12. Would you hire a person age 55 or older? Yes _____ No _____
13. Would you hire a physically handicapped person who meets your minimum requirements? Yes _____ No _____
14. Would you hire an ex-offender with good job skills? Yes _____ No _____
15. Have you had any layoffs in the past twelve (12) months?
Yes _____ No _____
16. If **yes**: Number of employees layed off _____
17. Does your organization currently support and or participate in any Job Training Partnership Act (JTPA) on-the-job placement or training programs? Yes _____ No _____
If **yes**: A. Describe which programs _____

If **no**: B. Would you be interested in receiving JTPA information which could benefit your organization? Yes _____ No _____

PART II. Training Needs and Projections

1. Please list the jobs/positions by job title that you find especially difficult to fill: (All Job Levels)

Job Titles

Job Titles

2. Please list the positions that you presently have open or that you anticipate will be open for any reason - attrition, retirement, expansion - during the next 24 months.

Job Titles

Job Titles

3. In meeting your hourly employment/placement needs, do you normally promote from within your organization or look to outside personnel to fill these positions? (Please check) Progression from within

_____ Hire from outside _____ Unable to answer _____

4. Are you presently planning or do you anticipate a major/significant expansion in your organization at anytime in the foreseeable future?

Yes _____ No _____

5. How many entry-level or semi-skilled hour positions do you presently have open and/or anticipate in the next 6 months?

Job Titles

Number of Employees

Job Titles

Number of Employees

6. Based on your employment experience, what in your opinion are the most critical training, job skill, and educational needs in your locale for entry-level employees?

Please comment: _____

Part II

SURVEY FORM

MASTER FILE LIST

Mr. William B. Armstrong, DDS Rogosi Drive Elizabethton, TN 37643	John Gillenwater & Cecil Laws 126 Edgemont Avenue Bristol, TN 37620	O.S. Olsen, MD 605 N. Roan Street Johnson City, TN 37601
Baylor and Backus, CPA Box 1736 408 1/2 S. Roan St. Johnson City, TN 37601	Mr. Phillip W. Gilmer, DDS 1439 West G. Street Elizabethton, TN 37643	** E. Tyler Pearson, Jr., D.D.S. 1705 Edgemont Avenue Bristol, TN 37620
Robert W. Bagby, DDS Box 3040-Carroll Reese Stat. Northside Professional Bldg. Johnson City, TN 37601	** Dr. Charles Guest, DDS 2975 Fort Henry Drive Kingsport, TN 37664	Bill Roscoe 100 Union Street Erwin, TN 37650
David Bautista, Attorney Corner Academy & Elk Elizabethton, TN 37643	Bill Hampton, Attorney 630 Elk Avenue Elizabethton, TN 37643	Tom J. Sams 745 Maple Street Erwin, TN 37650
Bryant, Price, Brandt, Fox Suite 500 208 Sunset Drive Johnson City, TN 37601	Walker W. Hay, DDS 111 W. Fairview Avenue Johnson City, TN 37601	William A. Schueller, MD 1611 W. Market Street Johnson City, TN 37601
Dr. Richard Bucher, MD 1510 Stateline Road Elizabethton, TN 37643	Hicks, Arnold, Haynes & Sanders Box 1879 101 Fountain Place Johnson City, TN 37601	Thomas J. Seeley, Attorney 111 Gay Street P. O. Box 129 Erwin, TN 37650
Douglas J. Carter & Associates 108 W. Unaka Avenue Johnson City, TN 37601	Mr. John F. Holland, OD 114 Sycamore Street Elizabethton, TN 37643	Paul Sherwood, Attorney 113 North Main Street P. O. Box 170 Erwin, TN 37650
** Joe Chambers, Optometrist Fourth & Main Street Erwin, TN 37650	** Dr. Jack Holly, Jr. DDS Rogosi Drive Elizabethton, TN 37643	Lois Shultz, Attorney First Security Bank Building Erwin, TN 37650
** Mr. Douglas R. Cole, DDS 904 West G. Street Elizabethton, TN 37643	George Jackson 415 Catawba Street Erwin, TN 37650	Dr. David Slagle, MD 100 Rogosi Drive Elizabethton, TN 37643
Herndon, Coleman, Brading Box 1160 104 E. Main Street Johnson City, TN 37601	Caldwell, Johnson, Winston 8th Street Bristol, TN 37620	Larry Stoots Route 2 Unicoi, TN 37692
* Gayle S. Cox, DDS 302 Sunset Drive Suite 209 Johnson City, TN 37601	** Charles B. Jones, DDS 300 W. Matusa Avenue Johnson City, TN 37601	** Rob Stromberg, Attorney 204 1/2 Gay Street Erwin, TN 37650
Dr. Ted Cruz, MD 305 Lawson Elizabethton, TN 37643	** Eugene S. Kilgore, DDS 802 Buffalo Street Johnson City, TN 37601	Della Taylor Route 8 P. O. Box 37 Jonesboro, TN 37659
Ed Cunningham, DDS Main at Fourth P. O. Box 528 Erwin, TN 37650	Mr. Harold Lane, DDS Franklin Clinic 210 North Sycamore Street Elizabethton, TN 37643	** Wesley Taylor, CPA Corner F & Holston Elizabethton, TN 37643
Dr. Bruce Ehlert, MD 312 West Main Mountain City, TN 37683	Sam J. LaPorte, Attorney 713 East Elk Avenue Elizabethton, TN 37643	* Dr. Edwin B. Walker, DDS Route 1 Mountain City, TN 37683
Dr. David Fenner, MD 106 Rogosi Drive Elizabethton, TN 37643	Steve Lipford, PA 707 East Elk Avenue Elizabethton, TN 37643	Terance M. Warren, OD 2011 N. Roan Street Johnson City, TN 37601
McKinnon, Fowler, and Roach Box 2365 409 E. Matusa Avenue Johnson City, TN 37601	T.J. Little, Jr., Atty Riverside Building Elizabethton, TN 37643	Zane Whitson, Jr. P. O. Box 168-B Unicoi, TN 37692
Dr. Eugene Galloway N Street Doctor's Office Building Elizabethton, TN 37643	Dr. Duane Lowry 920 West G Street Elizabethton, TN 37643	John L. Yelton, DDS 115 Oak Street Mountain City, TN 37683
** Teresa Garland, DDS 1077 North Main Street Erwin, TN 37650	H.L. Luther 215 West F Street Elizabethton, TN 37643	* Mr. George Zorawski, DDS 519 East F. Street Elizabethton, TN 37643
Dr. Jerry Gastineau, MD 306 Pine Hill Road Elizabethton, TN 37643	Dr. L.D. Mullins, M.D. 579 Orleans Drive Erwin, TN 37650	Russell B. Arney, Manager A & W Import, Inc. P. O. Box 89 Johnson City, TN 37601

* = On Site Interview

** = Returned Survey

108A HAVA Y900 7239

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A D C Magnetic Company
Route 14, Boones Creek Rd.
P. O. Box 12
Johnson City, TN 37601
- Mrs. Alta Higgins, President
A.A. Fashions, Inc.
116 Mail Street
Erwin, TN 37650
- James F. Elrod, Manager
AAA Sign Company
P. O. Box 1555
513 West Walnut Street
Johnson City, TN 37601
- Bendy Bullard, Manager
Access U.S.
P. O. Box 978
Johnson City, TN 37601
- ** George D. Gough, President
Accurate Machine Products Corp.
710 West Walnut
P. O. Box 998
Johnson City, TN 37601
- Manager
ACE Hardware
904 N. Eastman Road
Kingsport, TN 37660
- ** George "Bill" Smith, President
Ace Hardware & Home Center
1274 Volunteer Parkway
Bristol, TN 37620
- John Squibb, Manager
Action Mortgage Corp.
P. O. Box 2084
3100 N. Roan Street
Johnson City, TN 37601
- Action Hu-Ear Hearing Aid Center
2106 N. Roan Street
Johnson City, TN 37601
- * Dexter Adams, Manager
** Adams Electric Company
124 W. Market Street
Johnson City, TN 37601
- * Mr. Anthony Weatherly, Manager
** Advance Auto Stores
530-532 Elk Avenue
Elizabethton, TN 37643
- Freddie Sproles, Manager
Advance Auto Stores, Inc.
124 W. Market Street
Johnson City, TN 37601
- Larry Russell, Manager
Advance Stores
141 Broad Street
Kingsport, TN 37660
- Larry Vance, Manager
Advanced Heat Pump Systems
P. O. Box 1476
Elizabethton Highway
Johnson City, TN 37601
- Robert Shore, President
Affiliated Brokerage Company
101 Marion Avenue
Bristol, TN 37620
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** AFG Industries, Inc.
P. O. Box 929
Kingsport, TN 37662
- ** W.D. Holland, Manager
Air Products & Chemicals, Inc.
P. O. Box 178
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- David Akard, Jr., President
Akard Funeral Home, Inc.
1912 W. State Street
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- Drs. Hatcher, Denton, Hyatt,
Alamont Dental Group
Alabama Street
Bristol, TN 37620
- ** Joe L. Alexander, President
Alexander Insurance Agency
P. O. Box 967
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- George Imes, Vice President
All Weather Manufacturing Co.
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Main Street
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- ** Allen Dryden, President
Allen Dryden, Architect
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- Sam McQueen, Manager
Allen Taylor Pharmacy
Corner Sycamore & E
Elizabethton, TN 37643
- John L. Bowers, Manager
Allen, Nelson, & Bowers
201-205 Dungan Arcade Bldg.
Elizabethton, TN 37643
- Wallace Alley, Owner, Chairman
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Kingsport, TN 37662
- Larry W. Owings, Manager
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P. O. Box 2323
1507 Railroad Street
Johnson City, TN 37601
- ** Jim Stagner, Manager
Allied Piping Company
1407 E. Fairview Avenue
Johnson City, TN 37601
- Gene Carter, Manager
Allis-Chalmers
American Air Filter Co., Div.
Route 9
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- W.D. Smith, Manager
Allison-Smith Insurance Agency
P. O. Box 176
Bones Creek Road
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- Jack Chinouth, Manager
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Industrial Park
Piney Flats, TN 37686
- ** E.E. Carter Employee & Comm. Mgr.
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- American Cable Company
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Johnson City, TN 37601
- Leonard Fortner, Manager
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220 East Market Street
Johnson City, TN 37601
- American Hardware Supply Co.
120 Pioneer Village
Mountain City, TN 37683
- Mike Freeman, Manager
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P. O. Box 158
Watauga, TN 37694
- Hoyle Gill, President
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 American Motor Inns, Inc.
 I-81
 Bristol, TN 37620
- ** Ron Houser, Personnel Manager
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 Johnson City, TN 37601
- David Maxwell, Manager
 American Rentals, Inc.
 410 E. Main Street
 Johnson City, TN 37601
- ** Larry D. Oaks, Manager
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- Sam Anderson, Jr. President
 Anderson Ford, Inc.
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 Kingsport, TN 37662
- Billie Anderson, Administrator
 Anderson Health Care
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 Gray, TN 37615
- Drs. Ellis and Smith
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 Johnson City, TN 37601
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- Ed Stanley, Manager
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 162 Commerce Street
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- Manager
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- * Steve Vesser, Manager
 ** Atlantic Southeast Airlines
 Tri-City Airport
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- Bill Thompson, Manager
 Auto Parts & Service
 1522 West G. Street
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- ** John H. Henry, Manager
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 84 Wilson Avenue
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- Manager
 Auto Parts Company, Inc.
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 Mountain City, TN 37683
- John R. Graybell, President/Owner
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- ** Wesley Forbes, Terminal Manager
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- ** Bill Watts, President
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- Edward D. Layne, Manager
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- ** John D. Bachman, President
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- * T.B. Smith, Manager
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- ** Dennis Phillips, Manager
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- ** Bob Page, Manager
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 Konnarock Road
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- ** Ed Hausman, Manager
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2280 N. Roan Street
Johnson City, TN 37601
- Joe Price, Owner
Big "J" Auto Parts, Inc.
417 W. Market Street
Johnson City, TN 37601
- ** Reece Morelock, Manager
Big "M" Auto Parts, Inc.
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Kingsport, TN 37660
- Bill Gatton, Owner
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Bristol, TN 37620
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Corner Broad & Roan
Elizabethton, TN 37643
- Fred Ferguson, Manager
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Kingsport, TN 37662
- Sue McKinlay, President
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P. O. Box 311
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Elizabethton, TN 37643
- John McKinlay, President
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- Valerie Joh, Broker/Owner
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- Wootie West, Manager
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Bob's TV & Appliance
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- David Boggs, Sr., Manager
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- Sheila Bolding Cox, Manager
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Johnson City, TN 37601
- Charles Bolton, III, President
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- ** Gordon Bolton, Vice President
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Johnson City, TN 37601
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- Gerald T. Booth, Owner
Booth Electric Company
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P. O. Box 66
Unicoi, TN 37692
- J.R. Bowman, Manager
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- George Bradley, President
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- ** Bill Bradley, President
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- Bill Bradley, Manager
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118 Water Street
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Bristol, TN 37620
- Drs. Grigsby, Harter, and Rolan
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Bristol, TN 37620
- Paul G. Gibson, President
Bristol Jeans, Inc.
2233 Weaver Pike Road
Bristol, TN 37620
- Jim Dunn, Mall Manager
Bristol Mall Merchants Assoc.
Bristol Mall
Gate City Highway
Bristol, VA 24201
- Drs. Vance, Cowan and Greear
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- ** Administrator
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- ** Teresa Leonard, Dr. of Personne
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- Don Moneyhun, Director
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Bristol, TN 37620
- David Wells, Manager
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- Chris Horner, Vice-President
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- Roy Mueller
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Bristol, TN 37620
- Dan Welch, Owner
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- ** Lee Savage, Business Manager
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- * Dr. William J. Morrell, Supt.
** Bristol Tennessee School System
615 Edgemont Avenue
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1716 Weaver Pike
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★ Jack French, Superintendent
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Brumit Sport Shop, Inc.
620 East Elk Avenue
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★ Robert Blaine, Plant Manager
★★ Budd Company
506 Milligan Highway
Johnson City, TN 37601

★ Larry Steiner, Manager
★★ Buffalo Mountain Resort
Route 2
100 Country Club
Unicoi, TN 37692

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Builder's Supply
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Ray Gibson, Manager
Burger Chef
Lynn Garden at Truxton
Kingsport, TN 37660

Manager
Burger King
Store #3807
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Jonesboro Road
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- Blake Wesley Carter, Jr., Mgr.
 Carter's Chapel
 125 E. Charlemont Street
 Kingsport, TN 37660
- Ruth Treadway, Manager
 CATO'S
 Carter County Plaza
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- Mr. & Mrs. Gary Francisco, Owners
 Center Street Restaurant
 504 W. Center Street
 Kingsport, TN 37660
- Kenneth Snowden, President
 Central Heating & Air Cond.
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 Box 250
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- * Robert L. Hodges, Jr., Manager
 ** Central Paper & Supply Co.
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- Century 21
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- ** Charles Brooks III, President
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- George Presley, Manager
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 City Manager Bristol Tennessee
 8th & Broad Streets
 Bristol, TN 37620
- ** Jack Miller, Manager
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 E. Street
 Elizabethton, TN 37643
- ** Elizabeth Taylor, Manager
 City Music & Jewelry Company
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- Hugh Cooper, City Manager
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- ** Tom Nord, City Manager
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- ** John W. Elliott, Jr., Dir. of Per.
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- * William Cook, Manager
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- Joseph Snyder, Manager
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 Main & Gay Street
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- Fred Skillern, President
 Clinchfield Pottery, Inc.
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 Erwin, TN 37650
- Herman J. May, Manager
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 Coca-Cola Bottling Works
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- Jim Buchanan, Manager
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Kingsport, TN 37662

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Cox Paint & Body Shop
312 South Sycamore Street
Elizabethton, TN 37643

Charles H. Rich, Manager
Cox-Rich Wholesale Grocery
P. O. Box 1398
408 Lefe Cox Dr.
Johnson City, TN 37601

** Steve Everhard, President
Cozy Dozy, Inc.
P. O. Box 636
1127 Fifth Street
Bristol, TN 37620

Ike Crabtree, President
Crabtree Buick-Pontiac, Inc.
Lee Highway
Bristol, VA 24201

* Jack Crawford, Manager
** Crawford Appliance
215 South Main Street
Erwin, TN 37650

Manager
Credit Bureau of Carter Cty.
626 Elk Avenue
Elizabethton, TN 37643

Glenda Ballard, Manager
Credit Management Consultant
P. O. Box 5613, EKS
Johnson City, TN 37601

Duane Cross, Manager
Cross-Lacy Oil Company
716 Walnut Street
Johnson City, TN 37601

Ray Mueller, General Manager
Crown Decal & Display
1608 Edgemont Avenue
Bristol, TN 37620

Robert McCollum, Manager
Culligan Water Conditioning
P. O. Box 1037, TCAS
Blountville, TN 37617

Ron Curtis, Manager
Curtis Log Homes, Inc.
P. O. Box 24
Jonesboro, TN 37659

Dick Johnson, Manager
Dalton Carpet
P. O. Box 4031, CRS
3011 Peoples St.
Johnson City, TN 37601

Owner
Danny's Auto Glass
520 Hattie Avenue
Elizabethton, TN 37643

Fred Davis, Owner
Davis Jewelers
405 East Elk Avenue
Elizabethton, TN 37643

* Lloyd Williams, Prod. Control
** Davis Pipe & Metal Fabricators
Birch Street
P. O. Box 565
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Bob Frank, Plant Manager
Denise Lingerie Corporation
Rowland Drive, Route 9
P. O. Box 104A
Johnson City, TN 37601

** Dennis Powell, President
Dennis Powell Chrysler
P. O. Box 3036, CRS
3124 Bristol Highway
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Roy Maness, Partner
Dent K. Burk Association
P. O. Box 629
217 E. New Street
Kingsport, TN 37662

* Don Hale, Manager
** Dillard Paper Company
Janie Hammitt Drive
Bristol, VA 24201

** Dino Senes, Owner
Dino's Restaurant
420 East Elk Avenue
Elizabethton, TN 37643

* Mr. W. E. Mottern, President
Dixie Battery Company
706 Lynn Avenue
Elizabethton, TN 37643

Edward L. Ward
Dixie Coca-Cola Bottling Co.
P. O. Box 26
Elizabethton, TN 37643

Bob Williams, Manager
Dixie Electronics, Inc.
P. O. Box 8215
Gray, TN 37615

George Dykes, Manager
Dixie Glass, Inc.
P. O. Box 5249, EKS
Westside Industrial Park
Johnson City, TN 37601

Charles F. Kelley, Manager
Dobbs House, Inc.
P. O. Box 20590A, ETSU
Johnson City, TN 37614

George W. Taylor, President
Dobyns-Taylor Hardware
120 Broad Street
P. O. Box 49
Kingsport, TN 37662

Manager
Dollar General Store
Main Street
Mountain City, TN 37683

William Ligon, President
Dominion National Bank
P. O. Box 368
840 State Street
Bristol, TN 37620

James E. Carlton, Manager
Domino's Pizza
2219 N. Roan Street
Johnson City, TN 37601

* Michael Rutherford, Per. Dir.
** Donihe Graphics
Brookside Road
Kingsport, TN 37660

Dowell Electric Company
1911 South Shady
Mountain City, TN 37683

* Helen Honeycutt, Manager
** Draper & Darwin
Main & Gay Street
Erwin, TN 37650

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Draughons Junior College
P. O. Box 4103, CRS
2220 College Street
Johnson City, TN 37601

Jim Bookstaff, Manager
Duff's Restaurant
111 Broyles Drive
Johnson City, TN 37601

George Dugger
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Elizabethton, TN 37643

Director
Ear, Nose & Throat Associates
208 E. Watauga Avenue
Johnson City, TN 37601

J.T. Parker, Jr., Manager
East Lawn Funeral Home & Memorial Pa
P. O. Box 3648
Kingsport, TN 37664

- C. Bradley Couch, President
East Tenn Training Aid Mfg. Co.
2300 Buffalo Road
P. O. Drawer 420
Johnson City, TN 37601
- Roger Streight, Manager
East Tennessee Business Machines
P. O. Box 3367, CRS
2272 N. Roan Street
Johnson City, TN 37601
- **** Josie Johns, Office Manager
East Tennessee Chair Company, Inc.
Elizabethton Industrial Park
P. O. Box 1050
Elizabethton, TN 37643
- Administrator
East Tennessee Dialysis Center
107 Woodlawn Drive
Johnson City, TN 37601
- Joe Wilson, Manager
East Tennessee Land & Auction Co.
102 1/2 Boone Street
P. O. Box 413
Jonesborough, TN 37659
- Elmo M. Cavin, Manager
East Tennessee State University
Quillen-Dishner College of Md.
P. O. Box 15100A-ETSU
Johnson City, TN 37601
- **** Patsy B. Leach, Director of Personnel
****** East Tennessee State University
P. O. Box 24070A
Johnson City, TN 37614
- James E. Guffey, Manager
East Tennessee Supply Company
North Sycamore Street
Elizabethton, TN 37643
- **** Stanley Kramer, Personnel
East Tennessee Undergarment Company
Highway 321
P. O. Box 111
Elizabethton, TN 37643
- Director
East Tennessee Urologic Associates
1907 North Road St.- Suite 404
Johnson City, TN 37601
- Irvin C. Blevins, Manager
Eastern Concrete Products, Inc.
2909 S. Wilcox Drive
P. O. Box 967
Kingsport, TN 37662
- Richard Edens, President
Edens' Pleasant Home Carpets
Rio Vista New Highway
Elizabethton, TN 37643
- **** Warren Crockett, Manager
Edmonds Brothers Supply Company
Bluff City Highway
Bristol, TN 37620
- Sue Carroll, Manager
Edna's
Sycamore Street
Elizabethton, TN 37643
- **** Chuck Edney, Manager
Edney Motors
901 North Main Street
Erwin, TN 37650
- Robert B. McNab, President
Edwards & Associates, Inc.
Tri-County Industrial Park
P. O. Box 3689
Bristol, TN 37620
- Mike Witt, Manager
Edwards, Tipton, & Witt
P. O. Box 747
Kingsport, TN 37662
- Albert F. Ehler
Ehler, Albert D.C.
First Security Bank Building
Erwin, TN 37650
- **** Eleanor Eason, Broker/Owner
Eleanor Eason, Realtors
505 E. Center Street
Kingsport, TN 37660
- Jay Milner, Human Resources Director
Electrolux
Valley Drive
Bristol, VA 24201
- Dr. Roy Ellis, Superintendent
Elizabethton City Schools
Route 9, Watauga Avenue
Elizabethton, TN 37643
- **** Elizabethton Dental Laboratory
Franklin Clinic
Elizabethton, TN 37643
- **** Peggy S. Carriger, Dir. of Adm. Service
Elizabethton Electric System
Hatcher Lane
Elizabethton, TN 37643
- John Simpson, Manager
Elizabethton Elks Lodge
P. O. Box 567
Elizabethton, TN 37643
- Wayne Zollinger, President
Elizabethton Enterprises, Inc.
2318 Buffalo Road
Johnson City, TN 37601
- **** Bob Percy, Manager
Elizabethton Federal
112 Sycamore Street
Elizabethton, TN 37643
- David Blackwell, Manager
Elizabethton Glass
209 Sycamore Street
Elizabethton, TN 37643
- Tommy Horton, Pro
Elizabethton Golf Pro
Route 6
Elizabethton, TN 37643
- Elizabethton Hardware
515 Elk Avenue
Elizabethton, TN 37643
- L.D. Wilson, President
Elizabethton Herb & Metal
808 Lynn Avenue
P. O. Box 631
Elizabethton, TN 37643
- **** Ron Scalf, Executive Director
Elizabethton Housing Authority
P. O. Box 352
Elizabethton, TN 37643
- **** Mr. Mac McClelland, Manager
Elizabethton Insurance Agency
328 E. Elk Avenue
Elizabethton, TN 37643
- Dan Retherford, Manager
Elizabethton Newspaper, Inc.
300 Sycamore Street
Elizabethton, TN 37643
- Frank Robinson, President/Owner
Elizabethton Newspaper, Inc.
300 Sycamore
Elizabethton, TN 37643
- Joe Alexander, President
Elizabethton Rotary Club
P. O. Box 504
Elizabethton, TN 37643
- Jane White, Executive Director
Elizabethton Senior Citizens Cent
201 Perry Street
Elizabethton, TN 37643
- Claude Ellis, Manager
Ellis Tire Company
Route 1
P. O. Box 222
Watauga, TN 37694
- Conrad R. Beam, Co-owner
Elm's Restaurant
P. O. Box 606
South Elm Street
Erwin, TN 37650
- Randy Matney, Business Manager
Emmanuel School of Religion
Route 6,
P. O. Box 500
Johnson City, TN 37601
- Charles Martin, Plant Manager
Empire Furniture Corporation
1200 E. Fairview Avenue
P. O. Box U, CRS
Johnson City, TN 37601
- Thomas L. Floyd, Manager
Energy Control Services, Inc.
3119 Bristol Hwy.
Suite 206
Johnson City, TN 37601
- Robert L. Dunning, President
Energy Utilization Systems, Inc.
C/D TPI, Box T, CRS
Johnson City, TN 37601
- **** Jay Bundy, Manager
Engineering Specialties
100 Forrest Dr.
P. O. Box 8007
Johnson City, TN 37601
- Phil Lowe, District Manager
Equitable Life Assurance Society
1145 Volunteer Parkway
Bristol, TN 37620
- Janet Latimer, Manager
ERA Hallmark Properties
2995 Fort Henry Drive
Kingsport, TN 37664
- Frank Gentry, Manager
Erwin Associates
P. O. Box 570
Erwin, TN 37650

- Irene Booth, Manager
Erwin Cemetery Company
P. O. Box 570
Erwin, TN 37650
- Jim McMackin, Manager
Erwin Clothiers
101 North Main Street
Erwin, TN 37650
- ** Miss Robbie M. Byrd, Sec./Treasurer
Erwin Insurance Agency, Inc.
200 Gay Street
Erwin, TN 37650
- Kay Carey, Manager
Erwin Memorial
1015 N. Main Street
Erwin, TN 37650
- ** Ashley Whitehurst, Chairman
Erwin National Bank
P. O. Box 601
South Main Street
Erwin, TN 37650
- * Lee Vance, Manager
Erwin Publishing Company
218 Gay Street
P. O. Box 700
Erwin, TN 37650
- Pat Brown, Manager
Erwin Salvage Company
Jonesboro Road
P. O. Box 28
Erwin, TN 37650
- * Howard Brown, Manager
Erwin Utilities
244 Love Street
P. O. Box 201
Erwin, TN 37650
- Carroll Musick, President
Erwin Welding & Machine
Union County Industrial Park
1400 Ashville Highway
Erwin, TN 37650
- ** Joe E. Frazier, City Recorder
Erwin, Town of
P. O. Box 59
Erwin, TN 37650
- Mike Vavrek, Director
ETSU-Kingsport Center
University Blvd.
Kingsport, TN 37660
- B.J. Pullen, Manager
Executive Coffee Service
2528 Volunteer Parkway
Bristol, TN 37620
- Ms. Honeycutt, Manager
F.W. Woolworth & Company
321-27 Broad Street
Kingsport, TN 37660
- Joe Miller, Manager
F.W. Woolworth Company
614 State Street
Bristol, TN 37620
- * Collin Aldworth, VP of Prod.
Falconer Security Printers
Stephen Holston Station
P. O. Box 3999
Bristol, TN 37620
- Director
Family Clinic
217 E. Market Street
Johnson City, TN 37601
- Judith Holtzclaw, Manager
Fantastic Sam's
Bemberg Shopping Center
Elizabethton, TN 37643
- Ken Howerington, Manager
Farm Bureau Insurance, Co.
516 Broad Street
Elizabethton, TN 37643
- Bob Kane, Manager
Farm Supply
515 E Street
Elizabethton, TN 37643
- Sam D. Greer, Manager
Farmbest Dairy Foods
P. O. Box 689
Johnson City, TN 37601
- Griff Adams, Manager
Farmers & Merchants Bank
P. O. Box 67
Main Street
Limestone, TN 37681
- Vernon Fly, Manager
Federal Express
Route 3
Blountville, TN 37617
- ** Richard Sharpin, Owner
Feltz-Roland Florist
302 East F Street
Elizabethton, TN 37643
- Charles King, Jr., Manager
Firestone Tire & Rubber Company
Carter County Shopping Center
Elizabethton, TN 37643
- First American Bank-Eastern
P. O. Box 1998
208 Sunset Drive
Johnson City, TN 37601
- ** James W. Smith, President & CEO
First American National Bank-Eastern
P. O. Box 889
Kingsport, TN 37662
- William M. Anderson, Jr., Manager
First Tennessee Bank
P. O. Box 3698, CRS
North Roan Street
Johnson City, TN 37601
- Lester Wright, Manager
First Tennessee Bank
800 State Street
Bristol, TN 37620
- George Gibson, Manager
First Tennessee Bank, N.A.
P. O. Box 239
Kingsport, TN 37662
- M.A. Fitzsimmons, Manager
Fitzsimmons Printing Company
208 West Elk Avenue
Elizabethton, TN 37643
- Jack Bryant, Manager
Flav-O-Rich
P. O. Box 689
Johnson City, TN 37601
- Jim Wooten, Manager
Flav-O-Rich
P. O. Box 476
Kingsport, TN 37662
- John Pann, Manager
Floral Designs
150 West Elk Avenue
Elizabethton, TN 37643
- Ed Moore, Manager
Food City
Bluff City Highway
Bristol, TN 37620
- Ed Moore, Manager
Food City
1205 Eastman Road
Kingsport, TN 37664
- Larry Hawkins, Manager
Food City #1
P. O. Box 1897
Erwin Hwy.
Johnson City, TN 37601
- Doyle Gilliam, Manager
Food City #11
1423 E. Stone Drive
Kingsport, TN 37660
- Glen Clowers, Manager
Food City #16
P. O. Box 3571, CRS
Bristol Highway
Johnson City, TN 37601
- Gary McGuire, Manager
Fort Henry Mall Merchants Assoc
Fort Henry Mall
2101 Ft. Henry Drive
Kingsport, TN 37664
- ** Director
Four Oaks Health Care Center
Persimmon Ridge Road
Jonesborough, TN 37659
- Dr. E.T. Pearson
Franklin Clinic
Sycamore Street
Elizabethton, TN 37643
- E.B. Blankenbecler, President
Franklin Printing Company, Inc.
242 East Main
P. O. Box F
Kingsport, TN 37662
- Tony O. Masters, Manager
Frank's Food Company, Inc.
P. O. Box 8099
Gray, TN 37615
- Eloise Phillips, Manager
Framthel Manufacturing Co.
116 Church Street
Erwin, TN 37650
- ** Russell Rutledge, Manager
Free Service Tire Store
337 W. Center Street
Kingsport, TN 37660

- Lewis P. Wexler, Manager
Free Service Tire Store
P. O. Box 1637
126 Buffalo Street
Johnson City, TN 37601
- Mr. Arthur Street, Manager
Free Service Tire Stores
432 East E. Street
Elizabethton, TN 37643
- Steve Goff, Sales Manager
Frito-Lay, Inc.
Tri-County Industrial Park
Route 2, Box 341
Piney Flats, TN 37686
- M.H. Karger, Manager
Funland
West Towne Square
Elizabethton, TN 37643
- Gaby, Parris & Gentry
301 Montgomery Street
Johnson City, TN 37601
- Larry Garland, President
Garland Tire Co., Inc.
1212 North Main Street
Erwin, TN 37650
- Bert Johnson, Manager
Garland-Johnson Motors
Corner Elk & C Street
Elizabethton, TN 37643
- Bob Garrett, Manager
Garrett Associates, Inc.
900 Echo Drive
Johnson City, TN 37601
- Gary Tysinger, Manager
Gary Tysinger Engineering
P. O. Box 621
204 1/2 Gay Street
Erwin, TN 37650
- Sid Nathanson, Manager
Gaylord Classics
320 Walling Road
Bristol, VA 24201
- Eddie Cox, Manager
Gene Cox Mechanical Contractor
1700 E. Watauga Avenue
Johnson City, TN 37601
- Ronald Sparks, Manager
General Metal Fabricators
645 Watauga Avenue
Erwin, TN 37650
- * Dale Garrett, Manager
General Mills, Inc.
P. O. Box 150
500 W. Walnut Street
Johnson City, TN 37601
- ** G.W. Michael, Branch Manager
General Motors Acceptance Corp.
P. O. Box X, CRS
2319 Brown Hill Road
Johnson City, TN 37601
- Ray Baird, Manager
General Shale Products
P. O. Box 669
South Sycamore Street
Elizabethton, TN 37643
- * W.L. DeBoard, VP, Personnel
** General Shale Products Corp.
3209 North Roan
P. O. Box 3547, CRS
Johnson City, TN 37601
- B.F. Archer, Plant Supervisor
General Shale Products Corporation
Hill Street
P. O. Box 448
Kingsport, TN 37662
- ** Alan Shelton, President
George Washington Savings & Loan
P. O. Box 336
#1 Courthouse Square
Jonesboro, TN 37659
- Rex Scott, Branch Manager
Georgia-Pacific Corp.
Industrial Park
Bristol, TN 37620
- Danny Grace, Manager
Giant Food Market
2000 W. State Street
Bristol, TN 37620
- Ken Borrow, Manager
Giant Food Markets
Corner Roan and Broad
Elizabethton, TN 37643
- Raymond M. Dixon, Manager
Giant Food Markets, Inc.
P. O. Box 3700,
2461 Sherwood Road
Kingsport, TN 37660
- Tom LaGuardia, Jr., President
Giant Food Markets, Inc.
2461 Sherwood Road
Kingsport, TN 37664
- Allen L. Jones, Manager
Glidden Paint & Wallcovering
400 Hillcrest Drive
Johnson City, TN 37601
- Charles O. Gordon, Jr., President
Gordon's Inc.
815 Love Street
P. O. Box 1676
Johnson City, TN 37601
- E.W. Kleppin, Manager
Graybar Electric Company, Inc.
536 Anderson Street
Bristol, TN 37620
- Mike Hyder, Vice President
Great American T-Shirt Co.
3107 Skyline Industrial Park
Johnson City, TN 37601
- James Ford, Manager
Great American T-Shirt Company
Route 8
Milligan Highway
Elizabethton, TN 37643
- Ken Gilliam, Plant Manager
Great Lakes Carbon
Old Cardiff Road
P. O. Box 10
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- * Dana Seaman, Personnel & Serv. Mgr.
** Great Lakes Research
P. O. Box 1031
Elizabethton, TN 37643
- ** Kelsie Mimick, Manager
Greene Supply Company, Inc.
P. O. Box 1068
Kingsport, TN 37662
- Charles Randolph, Manager
Greys Pizza
Carter County Plaza
Elizabethton, TN 37643
- ** Bob Hedrick, Manager
Grief Brothers Corporation
P. O. Box 5068
Kingsport, TN 37663
- Jack Biggins, Manager
H.P. King Company
State Street
Bristol, TN 37620
- Robert Hendrickson, President
H.P.H. Apparel Manufacturing Co.
Route 2
Tri-County Industrial Park
Piney Flats, TN 37686
- ** Hal Spoden, President
H.T. Spoden, & Assoc. Consulting
214 Commerce Street
Kingsport, TN 37660
- ** Willie Hove, Manager
Hackney Cash & Carry
300 N. Pine Street
Elizabethton, TN 37643
- Mrs. Shirley Carter, Personnel
Hamilton Bank of Upper East Tn.
P. O. Box 1677
207 Mockingbird Lane
Johnson City, TN 37601
- James Clark, Manager
Hamilton Meats
Route 14
Gray, TN 37615
- Donna Smith, Office Manager
Hamilton Meats, Inc.
P. O. Box 3746, CRS
Johnson City, TN 37601
- Harold Childress, Manager
Hamlett-Dobson, Inc.
P. O. Box 27
Kingsport, TN 37662
- ** Martin Benette, Manager
Hampton Auto Parts
Route 2
Hampton, TN 37658
- ** Bufford Goldstein, President
Hampton Print Works
2210 Buffalo Road
Johnson City, TN 37601
- Bill Tetrick, Manager
Happy Valley Memorial Park
New Elizabethton Highway
Elizabethton, TN 37643
- Manager
Hardee's
1313 Volunteer Parkway
Bristol, TN 37620
- David Williams, Manager
Hardee's
P. O. Box 1237
N. Main Street
Erwin, TN 37650

- Jolene Qualls, Manager
Hardee's of Kingsport
P. O. Box 858
Kingsport, TN 37662
- * Manager
Hardee's of Mountain City
Pioneer Village Shopping Ct.
Mountain City, TN 37683
- W.L. Holmes, President
Harris-Tarkett, Inc.
333 East Maple
P. O. Box 300
Johnson City, TN 37601
- Larry D. Potter, Store Manager
Harris-Tester Supermarket
421 South Shady Street
Pioneer Village Shopping Ct.
Mountain City, TN 37683
- Stella Percy, Secretary
Hathaway-Percy Funeral Home
Corner Roan & F
Elizabethton, TN 37643
- ** R.H. Webb, Assistant Manager
Heck's, Inc.
Bemberg Center
Elk Avenue
Elizabethton, TN 37643
- Charles G. Gillespie, Manager
Henley & Gillespie
60 Pennsylvania Avenue
Bristol, TN 37620
- Edward Snyder, President
Hensley-Snyder Signs, Inc.
3428 Bristol Highway
P. O. Box 3647, CRS
Johnson City, TN 37601
- ** Mike McKinney, General Manager
Herald & Tribune Publications
Highway 11 E
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Jonesboro, TN 37659
- Jack D. Starrett, Manager
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1907 N. Roan Street
Johnson City, TN 37601
- Bud Thomas, Manager
Heritage Federal Savings & Loan
Corner Broad & Lynn
Elizabethton, TN 37643
- ** Michael R. Trent, Vice President
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- ** Heritage Realty
Box 51
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Johnson City, TN 37601
- Jenette Bradshaw, Director
Hermitage Nursing Home
1633 Hill View Drive
Elizabethton, TN 37643
- Sue Shawl, Manager
Heritage Homes
745 Bluff City Hwy.
Bristol, TN 37620
- ** Carol Hutchins, Director
Hill View Nursing Home
1666 Hill View Dr
Elizabethton, TN 37643
- Manager
Hillard Sheet Metal Works, Inc
P. O. Box 815
Kingsport, TN 37662
- Hillcrest Drug Store
700 W. Market Street
Johnson City, TN 37601
- Herb Conley, Manager
Hills Department Store
1375 Volunteer Parkway
Bristol, TN 37620
- ** James E. Sutton, Owner
Hobart Sales & Service
517 Pennsylvania Avenue
Bristol, TN 37620
- Jerry Perry, Manager
Holiday Inn
700 Lynn Garden Drive
Kingsport, TN 37660
- Tom Powers, Manager
Holiday Inn
2406 N. Road Street
Johnson City, TN 37601
- ** Edd Roberts, Manager
Holston Builders Supply
645 E. Main Street
Kingsport, TN 37660
- ** Kenneth Morrell, President
Holston Bus Company, Inc.
1837 Weaver Pike
Bristol, TN 37620
- * Stuart E. Wood, Manager
Holston Distributing Company
P. O. Box 1575
310 Lafe Cox Dr.
Johnson City, TN 37601
- ** Mrs. Closs Gilmer, President
Holston Garment Mfg. Company
617 Broad Street
P. O. Box 1068
Bristol, TN 37620
- C.B. Duke, III, Manager
Holston Glass Company
P. O. Box 328
Kingsport, TN 37662
- ** Charles Ray, President
Holston Industries, Inc.
711 West Walnut
Johnson City, TN 37601
- Dr. Robert Geer, M.D.
Holston Medical Group
1029 E. Sullivan
Kingsport, TN 37660
- Michael S. Tilley, General Manager
Holston Steel Structures, Inc.
21 Third Street
P. O. Box 789
Bristol, TN 37621
- George DeVault, President
Holston Valley Broadcasting Corp.
(WKPT-TV; WTFM-Radio)
222 Commerce Street
Kingsport, TN 37660
- ** John Dodson, Administrator
Holston Valley Hospital & Med.
P. O. Box 238
Kingsport, TN 37662
- Wayne Holtsclaw, Manager
Holtsclaw, Wayne Company
P. O. Box 22
Roan Mountain, TN 37687
- ** J.C. Beverly, Manager
Home Beneficial Life Insurance
P. O. Box 1098
2112 N. Roan Street
Johnson City, TN 37601
- George Arnold, Manager
Home Federal Savings & Loan
P. O. Box 269
Kingsport, TN 37662
- Mr. Vance Check, Manager
Home Federal Savings & Loan Assoc.
P. O. Box 1557
2112 N. Roan St.
Johnson City, TN 37601
- * Bill Masters, President
Home Furniture Company & Appliance
214 Gay Street
Erwin, TN 37650
- * Les Bailey, Indust. Relations
Hoover Universal, Ball & Roller
Jonesboro Road
P. O. Box 500
Erwin, TN 37650
- Douglas E. Peck, President
Hoover Universal, Inc.
Ball & Roller Division
P. O. Box 500
Erwin, TN 37650
- Hopkins Auto Repair
Rolling Hills
Mountain City, TN 37683
- Office Manager
Horton Professional Foot Clinic
2122 N. Roan Street
Johnson City, TN 37601
- Howard Brothers Discount Pharmacy
Box 5245
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Johnson City, TN 37601
- Jim Hughes, Jr., Manager
Hughes Wholesale Floral Supplies
King Spring Road, Route 6
Johnson City, TN 37601
- Hull, Carriger, and Winn, CPA
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Johnson City, TN 37601
- Frank E. Humphreys, Sr., President
Humphreys Trophies, Inc.
407 Buffalo Road
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- ** Helen Baines, Office Admin.
Hunter, Smith, Davis
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Kingsport, TN 37664

- Joe Huskins, Manager
Huskins Sporting Goods, Inc.
214 South Main Street
Erwin, TN 37650
- *** Bill Hyder, President
Hyder Construction Co., Inc.
Route 7 - Box 830
Elizabethton, TN 37643
- *** K.E. Willyard, Administration Mgr.
I.B.M. Corporation
1008 Executive Park Blvd.
Kingsport, TN 37660
- J.B. Smith, Manager
Independent Life & Accident Ins.
P. O. Box 5340, EKS
1802 W. Market Street
Johnson City, TN 37601
- Shirley White, Manager
Indian Creek Campground
Route 2
P. O. Box 170
Erwin, TN 37650
- Stuart G. Voelpel, Manager
Indian Path Hospital
2000 Brookside Drive
Kingsport, TN 37660
- Janet Creager, Administrator
Indian Path Pavilion
2300 Pavilion Drive
Kingsport, TN 37660
- Charles Overstreet, President
Industrial Dynamics, Inc.
511 Melrose Street
Bristol, TN 37620
- * James Wells, Manager
*** Industrial Garment Manufacturing Co.
Carolina Avenue
P. O. Box 730
Erwin, TN 37650
- Office Manager
Industrial Hearing Conservation Serv.
209 E. Unaka Avenue
Johnson City, TN 37601
- * S.T. Hildenberger, Director of ER
*** Ingersoll-Rand Corporation
4201 Lee Highway
Bristol, VA 24201
- Joseph W. Jackson, General Manager
Inland Container Corporation
Glanzstoff Highway
Elizabethton, TN 37643
- Ben M. Crumley II, President & CEO
Interstate Foundry & Machine Company
343 Love Street
P. O. Box 1070
Johnson City, TN 37601
- Derek Heath, Plant Manager
Inventive Technology International
71 Wilson Avenue
P. O. Box 227
Johnson City, TN 37601
- David V. Mullins, Manager
Investors Diversified Services, Inc.
Route 11
Gray, TN 37615
- * Arthur C. Williams, Vice President
*** Iodent Company
Iodent Way
Elizabethton, TN 37643
- *** Earl Williams, Manager
Ira A. Watson Company
Carter County Plaza
Elizabethton, TN 37643
- McQuown Wright, Office Manager
Iron Mountain Stoneware, Inc.
Stoneware Accessories
Laurel Bloomery, TN 37680
- Mrs. Judy Taylor, Manager
Ivy Hall Nursing Home
301 Watauga Avenue
Elizabethton, TN 37643
- Sam and Jack Crowder, Managers
J & S Fence Company
Route 9
Elizabethton, TN 37643
- C.E. Wright, Manager
J. Walter Wright Lumber Company
Twin City Federal Building
Bristol, TN 37620
- Jim Cooper, Manager
J.C. Bradford & Company
P. O. Box 1469
Kingsport, TN 37662
- Ed Gerace, Manager
J.C. Bradford & Company
P. O. Box 1556
Downtown Square
Johnson City, TN 37601
- J.C. Muse, Manager
J.C. Muse & Son Hardware Company
Main Street
Mountain City, TN 37683
- Harvey Justice, Manager
J.C. Penney Company
2011 North Road St.
The Mall
Johnson City, TN 37601
- *** Manley Mitchell, Manager
J.C. Penney Company
Fort Henry Mall
Kingsport, TN 37664
- Gary Jones, Manager
J.C. Penny Company
509 East Elk Avenue
Elizabethton, TN 37643
- Howard Hamilton, Manager
J.C. Press-Chronicle
Broad Street
Elizabethton, TN 37643
- J.T. Parker, Jr., Owner
J.T. Parker & Son Insurance Company
P. O. Box 3650
Kingsport, TN 37664
- *** Dan Arnold, General Mgr.
J.T. Parker Broadcasting (WGOC)
P. O. Box 1369
Kingsport, TN 37662
- * Robert C. Proctor, Personnel Director
Jarl Extrusions, Inc.
State Line Road
P. O. Box 871
Elizabethton, TN 37643
- *** C. Neil Jessee, Manager
JBR, Buick-AMC, Inc.
P. O. Box 596
Kingsport, TN 37662
- Mrs. N.R. McDowell, President
JC Foundry and Machine Works, Inc.
920 West Walnut Street
P. O. Box 1038
Johnson City, TN 37601
- Eddie Williams, Executive Director
JC/J/MCA Industrial Commission
P. O. Box 599
603 East Market Street
Johnson City, TN 37605
- Mr. Leonard Campbell, Manager
Jellico Grocery Company
300 North Pine Street
Elizabethton, TN 37643
- * Jim Rule, Manager
Jim Rule Chevrolet, Inc.
1414 North Main Street
P. O. Box 670
Erwin, TN 37650
- William E. Hamilton, President
Jim Sell Meat Company
Route 3
Johnson City, TN 37601
- Mr. John Crockett, Owner
John Crockett Real Estate
404 Board Street
Elizabethton, TN 37643
- John G. Love, Manager
John G. Love Real Estate
Box 941
1006 S. Roan Street
Johnson City, TN 37601
- *** William P. Stover, Vice President
Johnson City Bedding Company
250 W. Market Street
Johnson City, TN 37601
- W.B. Spratlin, President
Johnson City Chemical
East Fairview and Steel
P. O. Box 760
Johnson City, TN 37601
- Don Arnold, Manager
Johnson City Country Club
P. O. Box 843
1901 E. Unaka Ave.
Johnson City, TN 37601
- Office Manager
Johnson City Dental Center
106 E. Unaka Avenue
Johnson City, TN 37601
- Administrator
Johnson City Eye & Ear Hospital
203-207 E. Watauga Ave.
Johnson City, TN 37601
- J.D. Hoover, Production Manager
Johnson City Foundry & Machine Work
920 West Walnut Street
P. O. Box 1038
Johnson City, TN 37601
- Kenneth Robinette, Manager
Johnson City Foundry & Machine Work
P. O. Box 1038
920 W. Walnut Street
Johnson City, TN 37601

- James D. Adams, Owner
Johnson City Glass Company, Inc.
410 East Main Street
Johnson City, TN 37601
- Loretta B. Murphy, Manager
Johnson City Mall
2011 N. Roan Street
Johnson City, TN 37601
- * Jeanine V. Dampier, Personnel Asst.
Johnson City Medical Center Hospital
400 State of Franklin Rd.
Johnson City, TN 37601
- ** Kathryn Hopson, Supervisor
Johnson City Pediatrics
607 Baxter Street
Johnson City, TN 37601
- Office Manager
Johnson City Plastic Surgery Clinic
212 W. Unaka Avenue
Johnson City, TN 37601
- Roy Taylor, Manager
Johnson City Power Board
P. O. Box 1836
100 N. Roan Street
Johnson City, TN 37601
- Bill Jones, Manager
Johnson City Press-Chronicle
216 Gay Street
Erwin, TN 37650
- R. Mike Simmons, Manager
Johnson City School Systems
P. O. Box 1517
Johnson City, TN 37601
- Office Manager
Johnson City Surgical Associates
107 W. Fairview Avenue
Johnson City, TN 37601
- Office Manager
Johnson City Urological Clinic
300 W. Watauga Avenue
Johnson City, TN 37601
- * James T. Pierce, Executive Vice Pres.
Johnson City-Washington County C of C
603 E. Market Street
P. O. Box 180
Johnson City, TN 37601
- Mr. John Payne, Superintendent
Johnson County Board of Education
211 N. Church Street
Mountain City, TN 37683
- * Mr. W.D. Hill, County Executive
- ** Johnson County Courthouse
222 West Main Street
Mountain City, TN 37683
- * Clyde Flynn, Administrator
- ** Johnson County Health Care
919 Medical Park Drive
Mountain City, TN 37683
- B.O. Ripley, Manager
Johnson-Hilliard, Inc.
P. O. Box 299
Kingsport, TN 37662
- C.B. Johnson, Manager
Johnson's Friendly Home Furnishings
614-616 Elk Avenue
Elizabethton, TN 37643
- Al Hand, Manager
K-Mart
Southgate Mall
1360 Volunteer Parkway
Bristol, TN 37620
- J.W. Uhler, Manager
K-Mart
Blountville Highway
Bristol, TN 37620
- Albert Volkman, Manager
K-Mart
Stone Drive
Kingsport, TN 37660
- William H. Wells, Manager
K-Mart
2116 N. Roan Street
Johnson City, TN 37601
- Mr. Steve Keene, Owner
Keene Real Estate
408 Broad Street
Elizabethton, TN 37643
- Sam Keesacker, Partner
Keesacker Appliances
115 North Main Street
Erwin, TN 37650
- ** Velma Oxendine, Manager
Kelly Services
P. O. Box 1039
Tri-City Airport Station
Blountville, TN 37617
- * Dan Farris, Employee Relations
- ** Kennametal, Inc.
P. O. Box 510
Johnson City, TN 37601
- Bill Watts, President
Kent Guttering, Inc.
2904 South Greenwood Dr.
Johnson City, TN 37601
- David Byrd, Manager
Kentucky Fried Chicken
North Main Shopping Center
Erwin, TN 37650
- Mr. Charles Middleton, Manager
Kentucky Fried Chicken
207 Broad Street
Elizabethton, TN 37643
- Charles Middleton, Manager
Kentucky Fried Chicken
901 Lynn Avenue
Elizabethton, TN 37643
- * Rodney Shaw, Manager
Kentucky Fried Chicken
1207 N. Roan Street
Johnson City, TN 37601
- Jim Kerr, Manager
Kerr Amusement Company
Sycamore Street Ext.
Elizabethton, TN 37643
- Marilla Humbird, Manager
Key's Jewelry & Gifts
109 South Main Street
Erwin, TN 37650
- Johnny Dillow, Director of Pers.
King College
East State Street
Bristol, TN 37620
- R.E. King, Personnel
King, L.C., Manufacturing Comp.
24-30 7th
Bristol, TN 37620
- Sam R. Sells, Manager
King's, Inc.
P. O. Box 480
300 E. Main Street
Johnson City, TN 37601
- ** James R. Haun, Manager
Kingsport Armature & Electric
323 East Market Street
Kingsport, TN 37660
- Daniel R. Fielden, Director
Kingsport City Schools
1710 E. Center Street
Kingsport, TN 37664
- Jay Harville, President
Kingsport Development Company
P. O. Box 1128
Kingsport, TN 37662
- ** Drew Ring, Manufacturing Eng.
Kingsport Foundry
P. O. Box 880
141 Unicoi Street
Kingsport, TN 37662
- Director
Kingsport Health Care Center
3641 Memorial Blvd.
Kingsport, TN 37663
- * David Boyer, Administrator
- ** Kingsport Health Care Center
P. O. Box 3786
Kingsport, TN 37664
- J.C. Christian, Jr., Manager
Kingsport Hospital, Inc.
1735 Fort Henry Drive
Kingsport, TN 37664
- Pat Sandord, Manager
Kingsport Mall Merchants Associati
N. Eastman Road
Kingsport, TN 37660
- Don Billings, President
Kingsport Motors, Inc.
869 E. Stone Drive
Kingsport, TN 37660
- * J.K. White, Personnel Director
- ** Kingsport Power Company
P. O. Box 111
422 Broad Street
Kingsport, TN 37662
- * Sylvia T. Crockett, Supt.-Ct.
- ** Kingsport Press, Inc.
P. O. Box 711
Kingsport, TN 37662
- * David Rau, Publisher
- ** Kingsport Publishing Company
P. O. Box 479
701 Lynn Garden Drive
Kingsport, TN 37662
- K. K. Kinkad, President/Owner
Kinkad Machine Company, Inc.
2120 Weaver Pike
P. O. Box 866
Bristol, TN 37620

- Dannie Doran, Manager
Kinney Shoes
2011 N. Roan Street
Johnson City, TN 37601
- Tom King, General Manager
Kintronic Laboratories
801 English Street
Bristol, TN 37620
- Manager
Knit World Fabric & Fashions
1202 Asheville Highway
Erwin, TN 37650
- Ralph Coomar, Manager
Krispy Kreme Doughnut Company
719 E. Center Street
Kingsport, TN 37660
- Clyde Blosser, Manager
Kroger
Southgate Mall
Volunteer Parkway
Bristol, TN 37620
- * Tom Smith, Manager
** Kroger's
Bristol Plaza
Lee Highway
Bristol, VA 24201
- Mr. Richard Tester, Manager
Krogers
W. Elk Avenue
Elizabethton, TN 37643
- Debbie Markstrom, Manager
Kwik-Way Transportation
P. O. Box 8248
Suncrest Drive
Johnson City, TN 37601
- Mike Needles, Manager
L.M. Berry & Company
1615 Bluff City Hwy.
Bristol, TN 37620
- Ms. Nancy Nowlin, Owner
Landmark Realty, Inc.
332 7th Street
Bristol, TN 37620
- ** John Laws, Manager
Laws and Troutman Insurance
626 East Elk Avenue
Elizabethton, TN 37643
- John Walton, Manager
Laws and Walton, Attorneys
P. O. Box 709
Elizabethton, TN 37643
- * Randall Baldwin, Manager
Laws-Troutman Insurance
First Security Bank Building
P. O. Box 14
Erwin, TN 37650
- Bob Hyder, Manager
Lay Packing Company
2313 Browns Mill Road
Johnson City, TN 37601
- Jack Morris, Manager
Leader Federal
P. O. Box 1316
106-110 W. King St.
Johnson City, TN 37601
- Ken Stalans, Branch Manager
Leader Federal Savings & Loan
2101 Ft. Henry Drive
Fort Henry Mall
Kingsport, TN 37664
- Gerald Have, Manager
Lenoir Empire Furniture Co.
1625 Cherokee Road
Johnson City, TN 37601
- W.J. Donnelly, President
Leon Ferenbach, Inc.
101 New Street
P. O. Box 450
Johnson City, TN 37601
- Charles W. Milhorn, Manager
Leon-Ferenbach, Inc.
P. O. Box 3110
Bristol, TN 37620
- Charles Milhorn, Vice President
Leon-Ferenbach, Inc.
100 New Street
P. O. Drawer 450
Johnson City, TN 37601
- Leo Carrier, Owner
Leo's Exterminating Company
2401 Volunteer Parkway
Bristol, TN 37620
- * Wayne Bray, Personnel
** Levi Strauss & Company
Route 1
Cole Spring Road
Mountain City, TN 37683
- * Danny Jones, Manager
** Levi Strauss & Company
P. O. Box 1236
608 Rolling Hills Drive
Johnson City, TN 37601
- Mr. Wayne Williamson, Personnel
Levi Strauss & Company
Route 9,
Box 2815
Elizabethton, TN 37643
- ** Robert W. Lewis, Owner
Lewis Wood Products
P. O. Box 1008
224 North Roan Street
Elizabethton, TN 37643
- Joe Horton, Manager
Liberty Lumber & Manufacturing
P. O. Drawer 61
Erwin, TN 37650
- Hick Corris, Manager
Liberty National Life Insurance
P. O. Box 1343
Kingsport, TN 37662
- ** Director
Life Care Center
Route 3
Erwin, TN 37650
- Mr. Harold Lingerfelt, Owner
Lingerfelt Drug Center
609 Elk Avenue
Elizabethton, TN 37643
- Bill Wiseman, President
Lingo Packing Company, Inc.
Route 3
Jonesboro, TN 37659
- Allen Belle, Vice President/ GM
Looney Chevrolet-Cadillac
P. O. Box 149
Kingsport, TN 37662
- Donald Barnette, President & Man-
Lowe's Aluminum Company, Inc.
Bristol Highway
P. O. Box 4054, CRS
Johnson City, TN 37601
- Al Bullis, Manager
Lowe's of Johnson City
P. O. Box 1733
Erwin Hwy.
Johnson City, TN 37601
- ** Ernest Farmer, Jr., Manager
Lowe's of Kingsport
101 W. Main Street
Kingsport, TN 37660
- Gary J. Green, Owner
Lynn-Matthew Inc.
Route 3
Rock Creek Road
Erwin, TN 37650
- Marshall Hove, Manager
Lynnwood Apartments
Route 8
Bluefield Avenue
Elizabethton, TN 37643
- Mack B. Trammell, President
Mack B. Trammell Construction Co.
1143 Volunteer Parkway
Bristol, TN 37620
- Joe Landes, Manager
Mackie Company
P. O. Box 506
Blountville, TN 37617
- Jerry Whitaker, Manager
Magic Mart
3110 E. Oakland Ave.
Johnson City, TN 37601
- George Deeb, Manager
Magic Mart #515
W. Stone Drive
Kingsport, TN 37660
- ** Dan Mahoney, Manager
Mahoney's Sportsman's Paradise
702 Sunset Dr.
Johnson City, TN 37601
- ** L.J. Mallicote, President
Mallicote Printing, Inc.
509 Shelby Street
Bristol, TN 37620
- ** Vicki Henley, Manager
Manpower Temporary Services
1906 Knob Creek Road
Johnson City, TN 37601
- Lewis Hicks, Manager
Mapes Piano String Company
P. O. Box 112
408 N. Pine Street
Elizabethton, TN 37643
- Mary Patricia, Manager
Mary Kay Cosmetics
Route 6
621 Central Drive
Elizabethton, TN 37643

- Dick Payton, Manager
Mason & Dixon Lines, Inc.
P. O. Box 969
Kingsport, TN 37662
- ** David Harris, C.L.U.
Massachusetts Mutual Life Insurance
4105 Fort Henry Drive
Suite 300
Kingsport, TN 37663
- ** Jay Richardson Jr., Vice President
Master Model Craft, Inc.
200 Delaware Avenue
Bristol, TN 37620
- Lee Maupin, Manager
Maupin's Exxon
101 Elk Avenue
Elizabethton, TN 37643
- Sam Q. Ritchie, Manager
Maxine's Drive Inn
Corner Broad & Academy
Elizabethton, TN 37643
- Eugene Lockhart, General Manager
Mayes Brothers Tool Manufacturing
Clairmont Road
P. O. Box 1018
Johnson City, TN 37601
- ** Denny Huddleston, Manager
Mazer Corporation
P. O. Box 5520, EKS
Skyline Industrial Park
Johnson City, TN 37601
- ** Wayne McClain, Manager
McClain Exterminating Company
P. O. Box 1168
Elizabethton, TN 37643
- Manager
McDonald's
133 Blountville Highway
Bristol, TN 37620
- Manager
McDonald's
1102 Volunteer Parkway
Bristol, TN 37620
- Diane Black, Manager
McDonald's
1620 Stone Drive
Kingsport, TN 37660
- Hobart Lewis, Manager
McDonald's
1501 Lynn Garden Drive
Kingsport, TN 37665
- David Motley, Manager
McDonald's
Erwin Village Shopping Center
Erwin, TN 37650
- Harold Vaughn, Manager
McDonald's
2330 Fort Henry Drive
Kingsport, TN 37664
- Nick Bowery, Manager
McDonald's Restaurant
1710 W. Market Street
Johnson City, TN 37601
- Jack McInturff, Manager
McInturff Moving & Storage, Inc.
P. O. Box 27
704 Rolling Hills, Dr.
Johnson City, TN 37601
- Don Russell, Manager
Mead Paper
P. O. Box 1964
Kingsport, TN 37662
- Mrs. Fran King, Executive Asst.
Medical Education Assistance Corp.
P. O. Box 5310 EKS
Johnson City, TN 37603-5310
- ** Elaine Roark, Personnel Clerk
Melville Footwear Manufacturing
Highway 91, Route 2
Box 105
Mountain City, TN 37683
- Moel Muhn, Manager
Merrill Motors
Shallow Ford
Erwin, TN 37650
- Pete Mitruski, Manager
Metropolitan Life Insurance
1241 Volunteer Parkway
Bristol, TN 37620
- * Edna M. Michael, Secretary/Treasurer
** Michael's Department Store
P. O. Box 403
118 Main Street
Mountain City, TN 37683
- Richard Rohrsen, Manager
Midtown Inn
106 W. Millard Street
Johnson City, TN 37601
- Dr. William F. Schmidt
Midway Medical Group
28 Midway Street
Bristol, TN 37620
- Rayford E. Easter, VP
Midwest Technical, Inc.
2608 E. Center Street
Kingsport, TN 37664
- Jean Horsley, Manager
Millers
Fort Henry Mall
Kingsport, TN 37664
- David McKay, Manager
Miller's Department Store
2011 N. Roan St., The Mall
Johnson City, TN 37601
- Dr. Marshall Leggett, President
Milligan College
Elizabethton Highway
Johnson City, TN 37601
- ** Albert Lay, Manager
Minute Markets, Inc.
P. O. Box 357
Kingsport, TN 37662
- A. Oscar Ghalami, Manager
Minuteman Press
2102 North Roan Street
Parkway Building
Johnson City, TN 37601
- Manager/Owner
Mitchell-Powers Hardware Co.
5th Street at Cedar St.
Bristol, TN 37620
- Leon Monroe, General Manager
Mix Nizer, Inc.
428 Brookfield Drive
Kingsport, TN 37663
- Gazie Rages, President
MK
37643 West Elk
Elizabethton, TN 37643
- Denver H. Ford, Jr., Manager
Model City Auto Sales, Inc.
1790 Fr. Henry Drive
Kingsport, TN 37664
- R.E. Shrum, Vice President/GM
Modern Forge of Tennessee
Tri-City Industrial Park
Piney Flats, TN 37686
- Robert Speicher, Manager
Montgomery Wards
Kingsport Mall
Kingsport, TN 37660
- Sidney G. Hensley, President
Moody Dunbar, Inc.
P. O. Box 68
Limestone, TN 37681
- Richard Moody, Manager
Moody's Barber Shop
Pine Street
Elizabethton, TN 37643
- Jack Arnold, VP-Manufacturing
Moore's Potato Chips
Commonwealth Ext.
Bristol, VA 24201
- Robert Montgomery, Vice Presiden
Mor-Flo Industries, Inc.
East Fairview & Oakland
P. O. Box 1378
Johnson City, TN 37601
- ** Ann Morrell, President
Morrell Datsun, Inc.
New Kingsport Highway
Bristol, TN 37620
- Giles Morrill, Manager
Morrill Electric
Rocky Fork Road
P. O. Box 531
Erwin, TN 37650
- ** Neli Campbell, Personnel Director
Morrison's Molded Fiberglass
400 Commonwealth Avenue
Bristol, VA 24201
- ** Bill Thompson, Manager
Motor Parts Company/Auto Wise
100 Elk Avenue
Elizabethton, TN 37643
- Mr. Jim Vincell, Manager
Mountain City Chamber of Commerce
P. O. Box 9
Mountain City, TN 37683
- John Maze, Jr., Plant Manager
Mountain City Glove Manufacturing
Route 4
P. O. Box 353
Mountain City, TN 37683
- Carmel Gibbs, President
Mountain Empire Electric Rebuilder
2923 Kingsport Highway
P. O. Box 3936, CRS
Johnson City, TN 37601

- Ben Scharfstein, Manager
Mountain Empire Package Store
1922 South Roan
Elizabethton, TN 37643
- Director
Mountain Empire Radiology
Box 5550-Estes Keefauver Stat.
400 State of Franklin Rd.
Johnson City, TN 37601
- ** Wanda Swanner, Office Manager
Mountain Empire Rubber & Specialty Co.
P. O. Box 3550
3101 Kingsport Hwy.
Johnson City, TN 37601
- Phil Cook, Manager
Mr. Gatti's Pizza
East Stone Drive
Kingsport, TN 37660
- Mr. Don Hust, Manager
Mr. Gatti's Pizza
625 West Elk Avenue
Elizabethton, TN 37643
- D.A. Mullins, Manager
Mullins & Quillen
952 E. Sullivan Street
Kingsport, TN 37660
- NAPA Auto Parts
920 South Shady
Mountain City, TN 37683
- Mrs. Martha Leach, Manager
National Car Rentals
Tri-City Airport Sta.
Blountville, TN 37617
- Mr. Bob Vines, Manager
Nationwide Insurance
1305 John Exum Parkway
Johnson City, TN 37601
- "Monk" Terry Montgomery, Manager
Nautilus Fitness Center
529 Elk Avenue
Elizabethton, TN 37643
- ** Manager
NCR Data Processing Equipment
1245 Volunteer Parkway
Bristol, TN 37620
- ** Jim Wells, Manager
Nettle Lee
South Main Street
Erwin, TN 37650
- ** John Miller, Manager
Nettle Lee Shops
Corner Pine & Elk
Elizabethton, TN 37643
- ** Mrs. E.M. Reilly
Nettle Lee Shops
246 Broad Street
Kingsport, TN 37660
- ** Jack L. Blevins, President
Nettle Lee's Cricket Corner
P. O. Box 3129, CRS
2011 N. Roan St.
Johnson City, TN 37601
- Director
Neurology Associates of Johnson City
105 Woodlawn Drive
Johnson City, TN 37601
- C. Richard Stanton, Manager
Noland Company, Inc.
P. O. Box 90
Walnut & Mataka Ave.
Johnson City, TN 37601
- Bill Kohler, President
Holichucky Expeditions, Inc.
P. O. Box 484
Erwin, TN 37650
- Mr. Sandy Greenwell, Manager
Nor-Well Company, Inc.
136 West Elk Avenue
Elizabethton, TN 37643
- John Gibson, Manager
Norfolk Southern Corporation
1241 Volunteer Parkway
Bristol, TN 37620
- ** H.E. Britt, Vice President
North American Rayon Company
Wilk Avenue
Elizabethton, TN 37643
- Manager
Northridge Properties
Box 3070 CRS
3119 Bristol Hwy.
Johnson City, TN 37601
- Mr. Eddie George, Administrator
Northside Hospital
401 Princeton Road
Johnson City, TN 37601
- ** John Ross, District Agent
Northwestern Mutual
214 E. Center Street
Kingsport, TN 37660
- William R. Householder, Manager
Nuclear Containers Company
Mataka River Industrial Pk.
P. O. Box 1080
Elizabethton, TN 37643
- ** Andrew Landers, Comp. & Benefits Rep.
** Nuclear Fuels
5100 Carolina Avenue
Erwin, TN 37650
- Robert J. Bready, President
O.G. Kelley & Company
724 West Walnut Street
P. O. Box 660
Johnson City, TN 37601
- ** Lane Latimer, President
Oak Hill Funeral Home & Cemetery
P. O. Box 788
800 Truxton Drive
Kingsport, TN 37662
- ** Tom Knoll, Jr., General Manager
Oakley Company, Inc. The
1115 Fifth Street
P. O. Box 3031
Bristol, TN 37620
- ** Sid Oakley, President
Oakley-Cook Funeral Home
2223 Volunteer Parkway
Bristol, TN 37620
- Wallace Boyd, Jr., Manager
Oakwood Market Corporate Office
P. O. Box 3450
Kingsport, TN 37664
- Earl Valentine, Manager
Office Machines & Supply
617 Shelby Street
Bristol, TN 37620
- William A. Dupree, President
Old Hickory Concrete Pipe Company
Division of Reliance Universal
403 Love Street, Box 850
Johnson City, TN 37601
- George E. Oldham, III, Manager
Oldham Associates, Inc.
P. O. Box 4018, CRS
1912 N. Roan St.
Johnson City, TN 37601
- Nancy Peake, Manager
Oldham's Bristol Travel
Suite 330, Executive Park
1241 Volunteer Parkway
Bristol, TN 37620
- Rick Stapleton, Mgr. Human Resource
Oran Power Electronics Division
Route 14, Box 12
Boones Creek Road
Johnson City, TN 37615
- ** K. Thomas Smith Jr., Manager
Outdoor West-Tri-Cities, Ltd.
P. O. Box 1156
Blountville, TN 37617
- * Philip Warren, Term. Manager
** Overnite Transportation Company
Route 2
Blountville, TN 37617
- Manager
P & G Truck Stop
Route 1,
Box 170A-1
Mataka, TN 37658
- Donald Cooper, President
P.C. Cooper Construction Co.
P. O. Box 186
Blountville, TN 37617
- Steve Blankenship, Manager
Paint & Decorator Mart
Big "E" Shopping Center
Erwin, TN 37650
- P.T. Nottingham, Manager
Palace Vending Machine Company
1817 North Eastman Road
Kingsport, TN 37664
- Roger Estep, Manager
Paper Supply Company
Bidco Industrial Park
Bristol, TN 37620
- Ted Walker, Manager
Papillon
1181 N. Eastman Road
Kingsport, TN 37664
- Claude McInturff, Manager
Parks Belk Company
P. O. Box 5069
Kingsport, TN 37664

- Mr. Randy Holland, Manager
Parks-Belk Company
533 Elk Avenue
Elizabethton, TN 37643
- Gordon Moore, Manager
Parks-Belk Company
P. O. Box 3929, CRS
2011 North Road St., The Mall
Johnson City, TN 37601
- ** Frank T. Parsley, Owner
Parsley Insurance Agency
217 South Main Street
Erwin, TN 37650
- ** Robert W. Salyer, Treas./Compt.
Paty Company, Inc.
Route 1, Watauga Road
P. O. Box 250
Piney Flats, TN 37686
- Lowell Hughes, Manager
Paty Lumber Company
Corner Elk & Lynn
Elizabethton, TN 37643
- Rex Leonard, Manager
Paty Lumber Company
P. O. Box 1449
Kingsport, TN 37662
- Mrs. Gladys H. Payne, Owner/Manager
Payne Meat Packing
Route 2
Jonesboro, TN 37659
- ** Jim Kalogeros, President
Peerless Steak House
2531 N. Roan Street
Johnson City, TN 37601
- Dick Jones, Oper. Manager
Penn-Dixie Industries, Inc.
Hill Street
P. O. Box 119
Kingsport, TN 37662
- Jim Lane, President
Pepsi-Cola Bottling Company
905 East Lakeview Drive
P. O. Box A, CRS
Johnson City, TN 37601
- Leonard Mohan, Manager
Perkins Cake and Steak
P. O. Box B, CRS
2608 N. Roan Street
Johnson City, TN 37601
- Benny Humphrey, President
Perma R. Products, Inc.
New Jonesboro Highway
P. O. Box 523SEK5
Johnson City, TN 37601
- Ms. Bobby Jo Smith, Per. Supervisor
Pet Inc., Dairy Group
Konarock Road
Kingsport, TN 37662
- ** William I. Miller, Dir. of Personnel
Pet, Inc., Dairy Division
P. O. Box O, CRS
2900 Bristol Hwy.
Johnson City, TN 37601
- * Jack Canter, General Manager
Phil Bachman Toyota
2615 Kingsport-Bristol Blvd.
Johnson City, TN 37601
- ** George Bass, Manager
Piccadilly Cafeteria
Fort Henry Mall
Kingsport, TN 37664
- Dennis O'Hare, Manager
Piccadilly Cafeteria
2011 North Road Street
The Mall
Johnson City, TN 37601
- W.C. Cash, Station Manager
Piedmont Airlines, Inc.
Tri-Cities Airport
P. O. Box 1071 - TC AS
Blountville, TN 37617
- Jim Sanders, District Manager
Pizza Hut of Bristol
Volunteer Parkway
Bristol, TN 37620
- Jon Byrd and Linda Knapp, Managers
Pizza Inn
901 North Lynn Avenue
Elizabethton, TN 37643
- Tom McCloud, Manager
Pizza Inn
P. O. Box 5177, EKS
1800 W. Market St.
Johnson City, TN 37601
- ** Willis & Alta Edwards, Owners
Plant Palace and Florist
1112 North Main Street
Erwin, TN 37650
- Dr. Dillard Sholes, Manager
Plaza Discount Drugs
Carter County Plaza
Elizabethton, TN 37643
- * James J. Powell, Manager
Powell Construction Co., Inc.
P. O. Box 3646, CRS
Bristol Hwy.
Johnson City, TN 37601
- ** Tom Brotherton, Vice President
Power Equipment Company
P. O. Box 597
Kingsport, TN 37662
- Abe Bowers, President
Power Pneumatic, Inc.
210 Delaware Avenue
P. O. Box 3229
Bristol, TN 37620
- ** Fred Whitson, Manager
Power Tool Company
1712 W. Market St.
Johnson City, TN 37601
- Roger Cox, Manager
Precision Auto Care
2706 N. Roan St.
Johnson City, TN 37601
- ** Carl A. Jones, Publisher
Press, Inc.
204 West Main Street
P. O. Box 1717
Johnson City, TN 37601
- ** Sam Preston, Vice President
Preston-McNeas Specialty, Inc.
720 Rolling Hills Drive
Johnson City, TN 37601
- Joe Wimberly, Manager
Price & Ramey Insurance Agency
P. O. Box P
Kingsport, TN 37662
- Michael Price, Sr., President
Price-Savers
P. O. Box 1031
Johnson City, TN 37601
- Jim Ellis, Co-President
Proto Plastic, Inc.
5000 Mountain View Road
P. O. Box 864
Johnson City, TN 37601
- Publix Food Market
The Village Shopping Center
Broad St., Ext.
Elizabethton, TN 37643
- Francis Issacs, Manager
Pugh & Company
P. O. Box 5607
Kingsport, TN 37663
- Walter Pugh, Manager
Pugh Furniture Company
211 South Main Street
Erwin, TN 37650
- Charles Rainbolt, Manager
Quad Cities Welding
P. O. Box 1108
Elizabethton, TN 37643
- Owner
Quality Muffler Service
102 West Elk Avenue
Elizabethton, TN 37643
- Kirk Lumsden, Manager
Quick Cleaners
201 Broad Street
Elizabethton, TN 37643
- ** Phil Templeton, President
Quick-Way Engine Company
417 Clay Street
Kingsport, TN 37660
- Shirley Fender, Manager
R & M Radio & TV
412 Elk Avenue
Elizabethton, TN 37643
- R.L. Booth, Manager
R.L. Booth Construction Co., Inc.
3119 Bristol Hwy.
Johnson City, TN 37601
- N. Austin Carr, M.D.
Radiology Associates of Bristol
Professional Park, Suite 106
350 Blountville Hwy.
Bristol, TN 37620
- Joseph Green, President
Rainbo Baking Company
1305 Spruce Street
P. O. Box 2387
Johnson City, TN 37601
- Kent Nales, Owner
Rainbow Carpet Dyeing & Cleaning
Route 4
P. O. Box 346AA
Bluff City, TN 37618

- Manager
Rainbow Paper Products
112 East H. Street
Elizabethton, TN 37643
- Robert A. Mallett, III, General Mgr.
Ram Industries, Plastic Services
1311 North Main Avenue
P. O. Box 610
Erwin, TN 37650
- ★★ Mike Riley, Manager
Ramada Inn of Kingsport
2005 La Masa Drive
Kingsport, TN 37660
- Mr. Rash, President
Rash Brothers Trucking
Route 7
Elizabethton, TN 37643
- Ray Fair, Manager
Ray Fair Jewelers
142 West Elk Avenue
Elizabethton, TN 37643
- ★ Jimmy L. Miller, Mgr. Comp. & Benefits
★★ Raytheon Company
Vance Tank Road
Bristol, TN 37620
- Mary Ann Leveque, Manager
Red Lobster
1909 N. Roan St.
Johnson City, TN 37601
- ★★ Robert Reedy, Partner
Reedy & Sykes
P. O. Box 323
122 S. Sycamore Street
Elizabethton, TN 37643
- ★★ Leroy Policky, Administrator
Regency Health Care Center
1641 Highway 19E
P. O. Box Q
Elizabethton, TN 37643
- Frank Brewer, Manager
Rentenbach & Wright, Inc.
P. O. Box 177
Kingsport, TN 37662
- ★ Edward Lach, Personnel Manager
★★ Reynold's Aluminum
750 Old Abingdon Highway
Bristol, VA 24201
- Gary Taylor, Manager
Rhodes Furniture Company
P. O. Box 3667, CRS
Bristol Hwy.
Johnson City, TN 37601
- Jim D. Lane, Manager
Rice Bottling Company
P. O. Box A
Johnson City, TN 37601
- Richard Myers, Owner
Richard Myers Plumbing & Heating Co.
1036 4th Street
Bristol, TN 37620
- Robert Barrett, Manager
Ridgefields Country Club, Inc.
P. O. Box D
Kingsport, TN 37662
- ★★ Paul Riggs, Manager
Riggs Brothers Construction Company
1010 John B. Dennis Bypass
Kingsport, TN 37664
- Stanley E. Bentley, Manager
Ritchies, Inc.
519 Elk Avenue
Elizabethton, TN 37643
- Owner
Rite Aid Discount Pharmacy
Food City Shopping Center
Mountain City, TN 37683
- Mrs. Jo Buchanan, Manager
Roan Mountain Citizens Club
Route 3
Roan Mountain, TN 37687
- Terry Roller, Manager
Roller Pharmacy
109 North Main Street
Erwin, TN 37650
- Ken Ross, Manager
Ross Architects, Inc.
2700 South Road
Johnson City, TN 37601
- Larry Esque, General Manager
Ross Prestress Concrete
1404 Kentucky Avenue
Bristol, TN 37620
- Ross McAllister, Manager
Rossco, Inc.
309 South Broadway
Johnson City, TN 37601
- Daniel Moore, Owner
Roy R. Moore Truck Lines
P. O. Box 628
Kingsport, TN 37662
- ★★ R.B. Peterson VP, Plant Manager
Royal Printing & Supply Company
2915 Dorothy Street
P. O. Box 3425 CRS
Johnson City, TN 37601
- Tina Smith, Manager
Ryder Truck Rental
P. O. Box 86
Kingsport, TN 37662
- ★★ York Trivette VP-Administration
S.B. White Company, Inc.
226-228 East Market Street
P. O. Box 1734
Johnson City, TN 37601
- Edith Allen, President
S.P. Rutherford Transfer & Storage
317-25 Beecham Road
Bristol, TN 37620
- ★★ Archer Blevins, President
Sabre Industries, Inc.
P. O. Box 1261
325 West Walnut Street
Johnson City, TN 37601
- Paul B. Scott, Jr., President
Safeco, Inc.
P. O. Box 45
337 E. Center Street
Kingsport, TN 37662
- ★★ Steve Pollock, Manager
Sammons Communications
P. O. Box 1737
Johnson City, TN 37601
- ★★ Dora Sammons, Manager
Sammons Hot Dog Palace
Railroad Street
Elizabethton, TN 37643
- ★★ Richard Sammons, Manager
Sammons, Bare & Associates
1000 West G Street
Elizabethton, TN 37643
- James O. Dean, President
Sandoe & Company, Inc.
403 6th Street
Bristol, TN 37620
- Mike Scott, Manager
Scottie Discount Store
543 Elk Avenue
Elizabethton, TN 37643
- C.F. Bailey
Seaboard System Division Railroad
229 Molichucky Avenue
Erwin, TN 37650
- Laks Venkataraman, Mfg. Manager
Seaman Corporation, Industrial
Industrial Drive
P. O. Box 3731
Bristol, TN 37620
- Keith Cox, Manager
Sears
P. O. Box Y, CRS
2011 North Roan St.
Johnson City, TN 37601
- Edna Watson, Manager
Sear's
Bristol Mall
Gate City Highway
Bristol, VA 24201
- ★★ Bill Bard, Manager
Sears, Roebuck & Company
Fort Henry Mall
Kingsport, TN 37664
- Richard Seaver, President
Seaver's Bakery, Inc.
3300 Mayfield Drive
Johnson City, TN 37601
- Peter W. Hampton, Manager
Security Federal Savings & Loan
622 East Elk Avenue
Elizabethton, TN 37643
- ★★ Howard Sanders, Co-Manager
Service Merchandise
1001 N. Eastman Road
Kingsport, TN 37664
- Owner
Shearin Medical Pharmacy
300 North Main Street
Erwin, TN 37650
- Joe Sheffield, Manager
Sheffield Pontiac-Buick-GMC
3514 Bristol Hwy.
Johnson City, TN 37601
- Mr. Dempsey Shell, Owner
Shell and Associates Real Estate
119 Broad Street
Elizabethton, TN 37643
- C.G. Shelton, Owner
Shelton Lumber Company
Route 1
Flag Pond, TN 37657
- Steve Kruger, Manager
Sherwin-Williams
527 E. Market Street
Kingsport, TN 37660

- David Barker, Manager
Sherwin-Williams Company
1410 W. State Street
Bristol, TN 37620
- Hubert Jones, Manager
Sherwin-Williams Company
P. O. Box 1033
108 E. Mountcastle Dr.
Johnson City, TN 37601
- Tim McAmis, Service Director
Sherwood Chevrolet/Nissan, Inc.
P. O. Box 750
2111 North Roan St.
Johnson City, TN 37601
- David Shields, Manager
Shields Poultry & Egg
P. O. Box 181
Elizabethton, TN 37643
- Lee Prince, Manager
Shoney's Big Boy
2227 Fort Henry Drive
Kingsport, TN 37664
- James Young, Manager
Shoney's Big Boy
Kingsport Highway
Bristol, TN 37620
- ★ ★ Chuck Garber, Manager
Shoney's Restaurant
2120 N. Roan St.
Johnson City, TN 37601
- Jerry M. Simerly, President
Simerly Concrete Products, Inc.
308 Glenwood Road
Bristol, TN 37620
- Grady Simmons, Owner
Simmons, Grady Sawmill
Route 2
P. O. Box 183
Erwin, TN 37650
- ★ ★ Robert Slagle, Owner
Slagle's Exterminating
1115 Shelby Street
Bristol, TN 37620
- Phillip J. Shivel, President
Slip-Not Belting Corporation
432 East Main Street
Kingsport, TN 37662
- Randy Smith, President
Smith Mechanical Contractors
509 Riverport Road
Kingsport, TN 37660
- Louis H. Gump, President
Smith-Higgins Company
Box 3909-Carroll Reese Stat.
410 Princeton Road
Johnson City, TN 37601
- Robert K. Smith, Owner
Smith, Robert K., Shop
908 Whippoorwill Lane
Kingsport, TN 37660
- ★ ★ Mr. Thomas Lane, Plant Manager
Snap-On Tools Corporation
2416 Watauga Road
P. O. Box 1296
Johnson City, TN 37601
- Pat McKinney, Personnel Manager
Snap-On Tools Corporation
State Line Road
P. O. Box 471
Elizabethton, TN 37643
- Bill Snyder, Owner
Snyder's, Inc.
Route 12
Gray, TN 37615
- Sonny Buckles, Manager
Sonny's Sunshine Market
825 North Lynn Avenue
Elizabethton, TN 37643
- ★ ★ R.C. Carrier, Vice President
Southeast Industries
New Jonesboro Highway
P. O. Box 5276, EKS
Johnson City, TN 37601
- Dean Koontz, Manager
Southeastern Foam Products, Inc.
P. O. Box 396
Jonesborough, TN 37659
- Tony Glass, Michael Sanders, Owners
Southern Fibers
P. O. Box 8126
Gray, TN 37615
- Dorothy Coffman, Manager
Southern Restaurant
408 Elk Avenue
Elizabethton, TN 37643
- ★ Ron Craver
Southwood Development Company
112 East H St.
Elizabethton, TN 37643
- ★ ★ Ron Carver, Manager
Southwood Nursing Home
Pine Ridge Circle & Spruce Ln.
Elizabethton, TN 37643
- ★ ★ Harry Miller, Manager
Specialty Printing Company
P. O. Box 774
229 W. Market St.
Johnson City, TN 37601
- J. Chorosevic Vice President, Mfg.
Speed Clip Manufacturing Company
8 Boswell Drive
P. O. Box 3548
Bristol, TN 37620
- ★ ★ David A. Kiefer, Personnel Director
Sperry Corporation
Sperry Road
Bristol, TN 37620
- Robert Pakrul, Manager
Spotless Carpet Cleaners
P. O. Box 2054
Route 9, Dalewood Dr.
Johnson City, TN 37601
- G.W. St. John & Ron Dawson, Owners
St. John Milling Company
Route 1,
Watauga, TN 37694
- ★ ★ A.J. Stalcup, Owner
Stalcup Lumber Company
P. O. Box 56
Mountain City, TN 37683
- Alpha Bridger, President
Standard Forms Company
2809 West Walnut Street
P. O. Box C Eks
Johnson City, TN 37601
- ★ ★ Junior Stanley, Manager
Stanley Removal, Inc.
100 Parkway Blvd.
Elizabethton, TN 37643
- ★ ★ Bob Stanton, Manager
Stanton Janitorial Supply
337 West Elk Avenue
Elizabethton, TN 37643
- ★ ★ Harold Dishner, Agent
State Farm Insurance
P. O. Box 4068, CRS
2307 North Roan St.
Johnson City, TN 37601
- Gene & Terry Sams, Managers
State Farm Insurance
1000 West G Street
Elizabethton, TN 37643
- ★ ★ Don Parker, CLU, Agent
State Farm Insurance Company
4227 Fort Henry Drive
Kingsport, TN 37664
- William T. Webb, Sr., Agent
State Farm Insurance Company
817 W. Walnut St., Suite 1
Johnson City, TN 37601
- Ralph Steadman, Manager
Steadman Construction Company
P. O. Box 509
Kingsport, TN 37662
- James T. Fields, Manager
Sterchi Brothers Stores, Inc.
P. O. Box 1108
Kingsport, TN 37662
- Mr. Preston Welkel, Manager
Sterchi Brothers Stores, Inc.
Corlies E. and Sycamore Street
Elizabethton, TN 37643
- M.H. Sams, Manager
Sterchi's
P. O. Box 1635
222 E. Main St.
Johnson City, TN 37601
- ★ Michael Mitchell, Personnel
Stevens, J P Company
Borden Street
P. O. Box 389
Kingsport, TN 37662
- Steve Lewallen, Manager
Steve's Photo/Graphics
Route 3
137 A Smith Avenue
Elizabethton, TN 37643
- Gene Still, Manager
Still Transfer Company
632 Boone Street
Kingsport, TN 37660
- Ruth Ziletti, Manager
Stitch N Frame Place
619 East Elk Avenue
Elizabethton, TN 37643
- Floyd Storie, Manager
Storie Roofing
518 Hattie Avenue
Elizabethton, TN 37643

** J.D. Story, President
Story, Neal, & Son, Inc.
304 East Maple Street
Johnson City, TN 37601

** Huston Huffman, Plant Manager
Strahan Ink & Lacquer
500 Tilthammer Drive
Kingsport, TN 37660

Ramon Sanchez-Vinas, Manager
Street Development Company
401 Main Street
Johnson City, TN 37601

Jimmy D. Street, Manager
Street's Realty
407 North Main Street
Elizabethton, TN 37643

** Judge Robinette, President
Strong-Robinette Bag Company, Inc.
P. O. Box 3169
212 Industrial Drive
Bristol, TN 37620

Dennis Phillips, Manager
Studio Graphics
P. O. Box 697
Erwin, TN 37650

Floyd Weymouth, Manager
Studio Twelve
Tri-County Industrial Park
Elizabethton, TN 37643

* Lon V. Boyd, County Executive
Sullivan County Courthouse
Main Street
Blountville, TN 37617

** Jim Fleming, Superintendent
Sullivan County School Systems
Route 3
Blountville, TN 37617

** Harry R. Whaley, Manager
Summers Hardware and Supply Co.
P. O. Box 210
Buffalo & Ashe Streets
Johnson City, TN 37601

** Robert T. Summers, Chairman of the Bd.
Summers-Taylor, Inc.
300 West Elk Avenue
Elizabethton, TN 37643

Bobby Leonard, Manager
Super Oil
West Elk Avenue
Elizabethton, TN 37643

Robert M. Sauls, Manager
Superior Forklift Service
Route 14
P. O. Box 104
Jonesboro, TN 37659

Mr. & Mrs. E.W. Slagle, Managers
Sycamore Shoals Antiques
P. O. Box 694
Elizabethton, TN 37643

Charles Reed, Vice President
Synalloy Corporation
Weaver Pike
P. O. Box 1589
Bristol, TN 37620

Kyle Hollifield, Manager
T & M Communications
338 West Elk Avenue
Elizabethton, TN 37643

J.B. Hill, Manager
T. G. Y. Store Company
Erwin Village Shopping Center
Erwin, TN 37650

Mr. Troy McInturff, Manager
T.G.&V. Stores Company
Family Shopping Center
151 Hudson Drive
Elizabethton, TN 37643

* Carolyn Hopson, Personnel
T.P.I. Corporation
135 Wesley Street
P. O. Box 7 CRS
Johnson City, TN 37601

Owner
Taylor Heating & Air Conditioning
320 Elk Avenue
Elizabethton, TN 37643

R.T. Summers, Chairman of Board
Taylor Ready-Mix
300 West Elk Avenue
P. O. Box 628
Elizabethton, TN 37643

Linda Bledsoe, Manager
Tennessee Airways
Tri-City Airport
Blountville, TN 37617

** Thomas E. Haskins, Mgr. Plant
Tennessee Eastman Company
P. O. Box 1975
Kingsport, TN 37662

** Hulet Chaney, Manager
Tennessee Farmer's Mutual Insurance
Asheville Highway
P. O. Box 748
Erwin, TN 37650

Mrs. Berlyn Pardue, Manager
Tennessee Hills Motel
Route 1
P. O. Box 88
Unicoi, TN 37692

Frank Duncan, President
Tennessee Investment Casting
Route 2
Bristol, TN 37620

Manny Abraham, President
Tennessee Machine & Tool
3204 Hanover Drive
Johnson City, TN 37601

Helen Johnson, Manager
Tennessee Motor Lodge
1017 Stone Drive
Kingsport, TN 37660

* A.S. King, Manager, Ind. Relations
Tennessee Nuclear Specialties
Old 11 E. Highway
P. O. Box 399
Jonesboro, TN 37659

** Jim Warden, Owner
Tennessee Valley Aluminum Company
2850 Volunteer Parkway
Bristol, TN 37620

Oscar Kitchens, Manager
Tennessee Vocational Training Cr
P. O. Box L
Elizabethton, TN 37643

A.E. "Bill" Johnson, Manager
Tennessee-Virginia Energy Corp.
P. O. Box 60
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Johnson City, TN 37601

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Terry's Snack Foods
1400 Newton Street
Bristol, VA 24201

Don Tetrick, Manager
Ietrick Funeral Home
P. O. Box 671
Elizabethton, TN 37643

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Tex-Tenn Corporation
P. O. Box 1554-37605
603 E. Market St.
Johnson City, TN 37605

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Texas Instruments
P. O. Box 1255
Erwin Highway US 23
Johnson City, TN 37601

Joe Boyles, Manager
The B.F. Goodrich Company
320 W. Market Street
Kingsport, TN 37660

** Roger Hodges, Manager
The Bailey Company
P. O. Box 3916, CRS
3622 Bristol, Hwy.
Johnson City, TN 37601

** Gerald Felli, Manager
The Chicago Dough Company, Inc.
1229 E. Stone Drive
Kingsport, TN 37660

David H. Bryan, Manager
The Equitable Life Assurance Soc.
Suite 404, P. O. Box 4016
First American Bank Bldg.
Johnson City, TN 37601

** Bobby Hyduk, Grower Manager
The Garden Spot
811 North Lynn Avenue
Elizabethton, TN 37643

Richard Tester, Manager
The Kroger Company
Parkway Plaza
Kingsport, TN 37660

Director
The Medical Group
115 W. Fairview Avenue
Johnson City, TN 37601

John Atkins, Manager
The Patsy Company
400 E. Main St.
Johnson City, TN 37601

Bex Leonard, General Manager
The Patsy Company
P. O. Box 1449
Kingsport, TN 37660

- ** D.E. Graves, President
 The Tenetek Corp., Johnson City Foundry
 P. O. Box 1038
 920 West Walnut Street
 Johnson City, TN 37601
- ** Jerry Griffin, Manager
 The Village Center
 1805 King College Road
 Bristol, TN 37620
- Peter M. Calvert, General Manager
 Thomas Paint Applicators
 2003 S. Roan Street
 P. O. Box 360
 Johnson City, TN 37601
- ** Steve Runyan, Manager
 Ihor Power Tool Company
 Route 9, Box 104AA
 Rowland Dr.
 Johnson City, TN 37601
- * Rob Lytle, General Manager
 Thor Stewart Warner Division
 Route 9
 P. O. Box 104AA
 Johnson City, TN 37601
- Donald Wright, President/Owner
 Tickel Brothers Sign Company, Inc.
 15th & Shelby Streets
 Bristol, TN 37620
- Personnel Manager
 Timberline Shoes
 Route 2
 Mountain City, TN 37683
- Jim Ford, Manager
 Timeless Apparel
 Westside Industrial Park
 P. O. Box 5067, EKS
 Johnson City, TN 37601
- ** Doug Davidson, Manager
 TN/VA Energy Corporation
 1595 Jared Drive
 P. O. Box 208
 Kingsport, TN 37662
- Ed Fennell, Director of Personnel
 TN/VA Energy Corporation
 108 West 10th Avenue
 Johnson City, TN 37601
- Ernest Trivette, Manager
 TN/VA Energy Corporation
 612 East Elk Avenue
 Elizabethton, TN 37643
- ** Tom Brooks, Manager
 Tom Brooks Exxon Servicenter
 1800 East Stone Drive
 Kingsport, TN 37660
- Tom Dosser, Manager
 Tom Dosser Transfer Company
 P. O. Box 3883, CRS
 1306 Woodside Dr.
 Johnson City, TN 37601
- ** Mr. A.J. Stalcup, Mayor
 Town of Mountain City
 210 South Church Street
 Mountain City, TN 37683
- Bradley Couch, President
 Train-Aid Manufacturing Co.
 2300 Buffalo Road
 P. O. Box 420
 Johnson City, TN 37601
- ** Ray Nidiffer, President
 Transit-Mix Concrete Company
 City Garage Road
 P. O. Box 1275
 Johnson City, TN 37601
- Crowell Holcomb, Manager
 Transouth Financial Corporation
 505 Broad Street
 Elizabethton, TN 37643
- * Jack Trayer, President
 Trayer's Inc.
 2195 Euclid Avenue
 Bristol, VA 24201
- ** Harlan Booth, Manager
 Tremway Textiles
 Westside Industrial Park
 P. O. Box 2180
 Johnson City, TN 37601
- Curtis Campbell, President
 Tri Cities Plating
 7065 Lynn Avenue
 P. O. Box 68
 Elizabethton, TN 37643
- Fate Blankenship, Manager
 Tri-Cities Cabinet Company
 Jonesboro Highway
 P. O. Box 5098, EKS
 Johnson City, TN 37601
- Morris Taylor, Manager
 Tri-Cities Industrial Supply
 P. O. Box 5281, EKS
 203 Westside Industrial Pk. #2
 Johnson City, TN 37601
- ** Vernon Kilby, Manager
 Tri-Cities Insulation Company
 P. O. Box 3277, CRS
 Gray, TN 37615
- Norman Fugate, Manager
 Tri-City Bank & Trust
 P. O. Box 688
 Kingsport, TN 37662
- * Dean E. Trent, Vice President
 Tri-City Bank & Trust
 P. O. Box 277
 Blountville, TN 37617
- ** Ezra L. Laughlin, Chairman
 Tri-City Business
 2125 East Center Street
 Kingsport, TN 37660
- John Kirk, II, Manager
 Tri-City Transport Corporation
 Bluff City Highway
 Bristol, TN 37620
- Jim Odom, Jr., RN, Manager
 Tri-County Medical Equipment
 P. O. Box 3833, CRS
 3317 Wayfield Pk.
 Johnson City, TN 37601
- ** Bill Saylor, Manager
 Tri-State Bolt and Screw
 P. O. Box 3553, CRS
 402 Creekmore Dr.
 Johnson City, TN 37601
- Freddie W. Nayter, President
 Tri-State Concrete Products, Inc.
 East Stone Drive
 Kingsport, TN 37660
- * Robert Hafford, General Manager
 Tri-State Container Corporation
 Glanzstaff Highway
 Elizabethton, TN 37643
- Lycurguef Peltier, Plant Manager
 Tri-State Sales
 201 8th Street
 Bristol, TN 37620
- Mike Early, Manager
 Tri-Tel
 3119 Bristol Highway
 Johnson City, TN 37601
- Manager
 Trivette Heating & Air Condition
 233 Mulberry
 Mountain City, TN 37683
- Thad Bowers III, President
 Twin City Federal Savings & Loan
 4th & State Street
 Bristol, TN 37620
- ** L.W. Harless Supervisor Admin.
 U.S. Post Office
 320 W. Center Street
 Kingsport, TN 37660
- Evelyn Stancil, Executive Secret.
 Unicoi County Chamber of Commerce
 P. O. Box 713
 Erwin, TN 37650
- Jim McMackin, CEO
 Unicoi County Memorial Hospital
 Gremway Circle
 Erwin, TN 37650
- ** Hubert L. Miller, Manager
 Unicoi County Utility District
 200 Mollchucky Avenue
 Erwin, TN 37650
- * Gwen Hunter, Manager
 Uniforce Temporary Services
 312 Professional Building
 112 E. Myrtle St.
 Johnson City, TN 37601
- Anthony Slayden, Manager
 United Cities Gas Company
 816 Shelby Street
 Bristol, TN 37620
- * Bill Williamson, Senior VP
 United Coal Company
 Glenway Avenue
 Bristol, VA 24201
- Ralph Gardner, Manager
 United Inter-Mountain Telephone
 Lynn Avenue
 Elizabethton, TN 37643
- Arlie S. Johnson, Manager
 United Inter-Mountain Telephone
 P. O. Box 1997
 1907 N. Roan St.
 Johnson City, TN 37601
- ** Wayne Walters, Employment & EEO
 United Inter-Mountain Telephone
 1126th Street
 Bristol, TN 37618
- R.C. Singleton, Owner
 United Investment Casting Company
 Tri-County Industrial Park
 P. O. Box 70
 Piney Flats, TN 37686

★★ Dennis Hamm, Manager
United Way of Carter County
P. O. Box 1225
Elizabethton, TN 37643

Office Manager
University Physicians' Practice Group
Box 5310-Estes Keefauver Stat.
Johnson City, TN 37601

A.B. Bower, Jr., Div. Manager
Valenite-Mining Tool Division
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★★ Paula Payne, Branch Manager
Valley Federal Savings & Loan
P. O. Box 586
Blountville, TN 37617

Sandy Lauderback, Personnel Director
Valley Federal Savings & Loan Assoc.
P. O. Box 2347
2710 S. Roan St.
Johnson City, TN 37601

★ Wade Brooks, Personnel Manager
★ Valleydale Meats
Commonwealth Avenue
Bristol, VA 24201

★★ Robert Vance, President
Vance Construction Company
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Erwin, TN 37650

Knox Gardner, Manager
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Ralph Blankenbecler, Manager
Variety Printing, Inc.
112 E. Market Street
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